Educator Rights: Addressing Personal Concerns during COVID-19

### I am unable or do not feel comfortable returning to school or campus because...

**What leaves, benefits or protections may be available to help address this concern:**

**Reasonable accommodations under the [Americans with Disabilities Act](https://www.ada.gov),**
- includes health conditions as high-risk for workers as identified by the [CDC](https://www.cdc.gov).
- may include telework, alternate work location, temporary reassignment, or some other type of accommodation.
- will depend on the nature of your work and other factors.
- seek doctor’s note or medical documentation of condition.
- Check your union contract and contact your union for assistance as needed.

**Older age does not qualify as a disability per the Americans with Disabilities Act. Your school district may be willing to provide an accommodation due to the high risk but they are not required to provide one. Contact your local union for advice.**

**Local Unions may be able to negotiate flexible work arrangements for employees with high-risk family members. Check your locally negotiated agreements and MOUs or contact your local union for advice.**

### I have an underlying health condition that puts me at greater risk for infection, serious illness, or death if I contract COVID-19.

**While there is no clear legal right to work from home in these cases, you would be entitled to use paid sick leave and/or Family Medical Leave Act to care for an immediate family member who is sick with COVID-19 or has been advised to quarantine (check your CBA). Caring for a quarantined friend or household member may qualify for FFCRA leave, at partial pay, for up to two weeks.**

**You will be eligible for leave in accordance with your contract, this may include sick leave bank.**

- Family Medical Leave Act provides 12 weeks of unpaid job protection for full time employees (more than 1,250 hours during the last 12 months). This may be used intermittently. Alaska Family Leave Act provides up to 18 weeks of leave and runs concurrently, and has lower eligibility requirements.

**Local unions could negotiate additional administrative/emergency leave that are available for those who are exposed at school/work.**

- You will be eligible for leave in accordance with your contract.

**Federal Families First Coronavirus Response Act provides up to 2 weeks of paid sick leave in addition to your locally bargained leave. This additional leave is paid at a daily 2/3 rate up to $200 when used to care for an eligible individual. Paid through your employer. This may be used before using your accrued sick or personal leave.**

### I am over the age of 65, which puts me at greater risk for infection, serious illness, or death if I contract COVID-19.

**You may be eligible for [Pandemic Unemployment Assistance](https://www��an.gov).**

Due to systems issues, you must apply for regular unemployment benefits (UI) first. After you are denied regular UI, you will see a link to the application for pandemic unemployment assistance.

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**Federal Families First Coronavirus Response Act provides up to two weeks of paid sick leave in addition to your locally bargained leave. This additional leave is paid at your daily rate up to $511 when used for your own illness. Paid through your employer. This can be used if you are required to quarantine by federal, state, or local government order (including school district) and/or you are experiencing COVID-19 symptoms and seeking medical diagnosis.**

**Local unions could negotiate additional paid leave or remote work arrangements or other supports for employees in this circumstance. You will be eligible for leave in accordance with your contract.**