



IAFF 7th District Best Practices

Sick or Paid Administrative Leave, and Workers Compensation During COVID-19 Pandemic

Sick Leave

- Normal sick leave or injuries for yourself or a family member
- The care of a family member

Paid Administrative Leave

- Members who have flu-like symptoms
- Members who tested positive for COVID-19
- Members who have been placed in quarantine (prior to any symptoms)
- Members who have been placed in isolation (after symptoms occur)
- Member fails employers self-check guidelines

For reference on our position of paid administrative leave:

Labor and Industries is encouraging employers to continue to pay workers who are quarantined because time loss under workers' compensation does not cover a worker's entire income. Whether or not to file a claim is always a worker's choice. For workers who are under quarantine and on paid administrative leave, there is no barrier to filing a claim in the event they get sick. The claim determination is not impacted by the paid administrative leave status.

Workers Compensation: State or Self Insured

- File a claim for those employers who select not to place an employee on paid administrative leave.
- If you believe your illness is a result of an occupational exposure, you should complete the appropriate exposure forms and follow the guidelines for workers compensation.
- Documentation will be critical, and testing may determine the outcome.
- If in doubt, submit the L&I claim for medical benefits and time loss payments.
- Your employer cannot stop you from filling a claim to seek medical benefits and time loss payments.
- If in doubt, file the claim.



For all members: Document ALL exposures in [PIIERS](#).