

# CORONAVIRUS DISEASE 2019 (COVID-19)

## COVID-19 Paid Leave Transition FAQs



**Audience:** Colleagues

**Revision Date:** 03/15/2022

**Version:** #2

**COVID-19 Response Team Owner:** Planning

**Date of Last Review:** 03/15/2022

The COVID-19 Paid Leave will expire on March 31, 2022.

Question	Answer
<b>1</b>  <b>Do colleagues still need to report if they have COVID-19- like symptoms or a COVID-19 exposure?</b>	Yes, colleagues are expected to continue to report COVID-19-like symptoms and COVID-19 exposures.
<b>2</b>  <b>What is the exact cutover timing for the end of the COVID-19 Paid Leave?</b>	The COVID-19 Paid Leave expires on March 31, 2022. Colleagues approved for COVID-19 Paid Leave with leave start dates <i>prior to</i> April 1, 2022 will receive the benefit for any dates approved up to 5 calendar days.  Colleagues approved for administrative leave with leave start dates <i>on or after</i> April 1, 2022 will not receive COVID-19 Paid Leave pay unless otherwise required by state or local law. Instead, the colleague will receive the benefit they would normally receive for a non-COVID-19 illness that requires them to be off work (for example, PTO or unpaid if not benefit eligible).
<b>3</b>  <b>After the COVID-19 Paid Leave expires, what happens if a colleague needs time away from work due to COVID-19?</b>	Colleagues who need time away from work due to COVID-19 will be placed on administrative leave at the direction of Employee Health/Human Resources and will receive the benefit they would normally receive for a non-COVID-19 illness that requires them to be off work. If the colleague is disabled, they will be referred to The Hartford to determine their leave of absence options (FMLA, Elective, ADAA, etc.)

### More Information

Log into the [HR4U colleague portal](#) for 24/7 access to benefits and other HR information. Chat live with an HR representative Monday through Friday, 8 a.m. – 7 p.m. ET.