

Disability & Absence Management Meeting

2022 Wrap Up and a Look into 2023

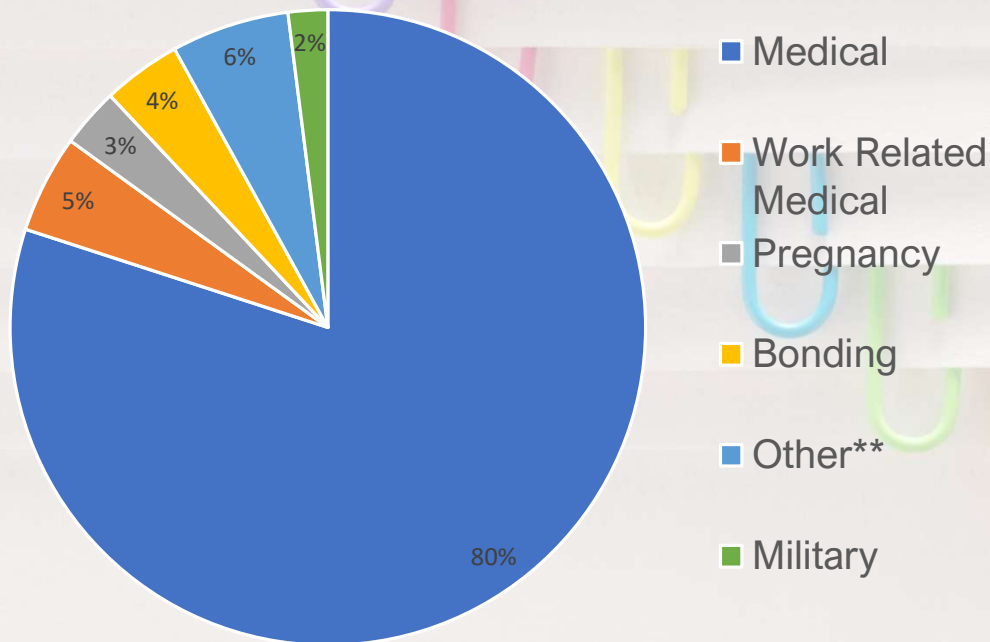
Agenda

- 01.** Year End Summary
- 02.** No Year-End Recertification Reminder
- 03.** SPSL Exhaustion
- 04.** Absence Management Program Handbook
- 05.** Direct Bill Services
- 06.** Summary of Legislative and Regulatory changes
- 07.** Change in Absence Management System



Year End Summary*

Over 5,000 Cases Created in Presagia



Leave Duration	Percentage
Continuous	95%
Intermittent	5%

Relationship	Percentage
Self	87.8%
Spouse	2.1%
Child	7.5%
Parent	2.5%
Grandparent	0.0%
Sibling	0.1%

*Data taken as of 12/01/2022 **Other leaves include (COVID, Personal, Educational, etc.)

No Year End Recertification

Employees that are currently on an approved FMLA/CFRA leave during the current year into the new year will continue to be in a certified and approved status through the end of the identified FMLA/CFRA period.

For these employees there is no need for any action to be taken, until the time already approved has ended, or additional FMLA is requested.



Leaves over 365 days will require a new leave creation.

AB 152 (COVID Supplemental Paid Sick Leave)

Effective 09/29/2022 California enacted a law to extend the effective period of the Supplemental Paid Sick Leave (SPSL) through 12/31/2022.

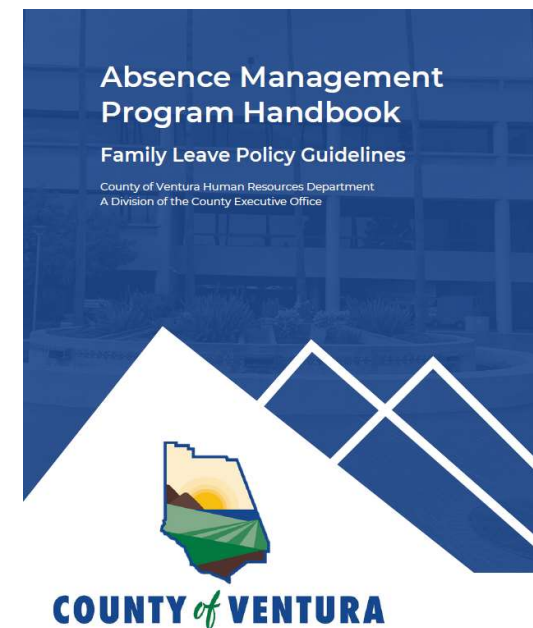


If an employee begins a covered absence at the end of 2022 that continues, uninterrupted, into 2023, these hours may be used beyond 2022.

Absence Management Program Handbook

The LOA Handbook is intended to be a resource for informational purposes only. Some highlights of the new LOA Handbook:

- Active Table of Contents
- Detailed breakdown of Leave Entitlements
- Employee/Employer Responsibilities
- Benefit Continuation Information
- LOA and Benefits FAQ Section
- Copies are available Online, Intranet, and through VCHRP





Direct Billing Services



- Fully rolled out to all large/medium agencies
- No EPCNs required
- Coordinators are responsible for sending out the generic Direct Bill Letter at the time they would send an EPCN
- A new Direct Bill Letter will be sent out to be used eff 12/14/2022 going forward
- No EPCN Completion tool for 2023
- When unpaid (or a without benefits code) is keyed into VCHRP CEO Benefits will enroll into Direct Bill (DB) and/or make necessary adjustments as needed
- As of 12/9/22, all 2023 Plan Year changes are reflecting in EE's portals who are enrolled into DB
- If you would like a 30-minute training, please reach out to loa.benefits@ventura.org

California Family Rights Act (CFRA)

AB 1041 – Leave for Designated Person

- Employees may use CFRA to care for a designated person. The CFRA amendments define a designated person as an individual related by blood or whose association with the employee is equivalent to a family relationship.

AB 1949 – Bereavement Leave

- Employees can take up to five days of bereavement leave within three months of the death of a family member.
- This law does not apply to an employee who is covered by a valid collective bargaining agreement if the agreement expressly provides for bereavement leave equivalent to that required by this law.



Cal/OSHA Reminder

Symptomatic employees must be excluded from the worksite and tested as soon as possible. Exclusion must continue until test results are obtained. Agency is encouraged to provide telework options if possible.

Agency is required to investigate each workplace COVID-19 case and notify the exposed group, close contacts, and the authorized representative(s) of the COVID-19 case and close contacts.

Individuals who meet Cal/OSHA's definition of a close contact must wear a face covering around others for 10 days after exposure, regardless of symptom presence or test results.

Cal/OSHA and CA Labor Code regulations regarding COVID-19 are changing in January 2023. CEO Risk Control will provide updated materials at that time.

Additional Resources:

Workers' Compensation Presumption (SB119)
COVID-19 Prevention Emergency Temporary Standards

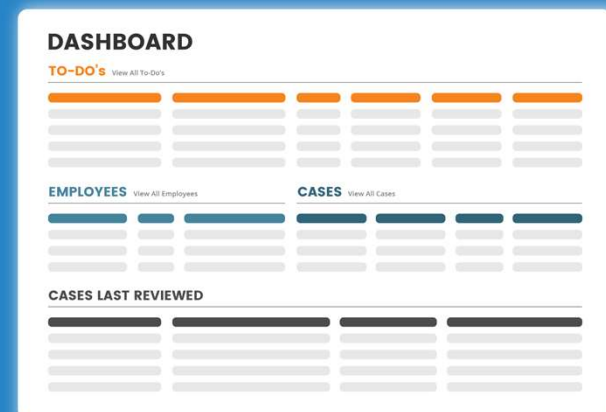


While Cal/OSHA allows for self-administered tests, workers comp law requires the employer to obtain a PCR test result.

Presagia will be AbsenceSoft

Features include:

- Consistent with compliance
- Updated User Interface
- Leave and Accommodation are combined
- Immediate Case Closure




Over 20 Years of
Of Dedicated Work you have done
Ken Knutson

HAPPY
RETIREMENT

And the difference
You have made





Thank you for your continued support and guidance
throughout your County Service.
You will be missed!