



Laboratories at Adventist Healthcare White Oak Medical Center, Shady Grove Medical Center, Fort Washington Medical Center and Germantown Emergency Center

Date: September 2, 2022

LABORATORY ALERT

Subject: COVID 19 Policy Update

The Laboratory is informing you of the following test change:

Effective date:	October 4, 2022
	Important update to COVID-19 Employee Policy
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Team,
Please review the below COVID-19 Policy Change. I entered this into MTS so everyone would be aware of the changes.

Thanks,
Rob

Powering People

HR@Quest

The following message is sent on behalf of Cecilia McKenney, Senior Vice President and Chief Human Resources Officer.

Important update to COVID-19 Employee Policy

Colleagues,

COVID-19 is here to stay — but with the availability of testing, vaccines and treatments, risk of severe illness and death is much lower than early in the pandemic. Updated guidance from the CDC and public health authorities signals we can continue to safely adjust our COVID-19 policies at Quest.

Effective October 4, 2022, we will discontinue our COVID-19 Pay Policy, which provides pay for time off taken due to COVID-19. We're making this change after carefully reviewing COVID-19 Pay usage and benchmarking other high-performing healthcare companies.

Keep in mind:

- Colleagues who need to take time off can use existing time off and leave policies, including accrued PTO Health and PTO, if needed. Please visit the [HR Portal](#) to review our paid time off plans.
- Employees who are out of work for an approved COVID-19-related reason as of October 3, 2022, will continue to receive COVID-19 Pay per the policy that was in place on the first day they were out. There will be a one-time manual adjustment for these impacted employees.
- Employees living in certain jurisdictions may be eligible to receive compensation if they have to miss work due to COVID-19 based on state and local laws and for as long as such laws remain in place. As of September 1, 2022, the following jurisdictions have COVID-19 pay laws in place:
 - California
 - Colorado
 - Nevada
 - New York
 - Philadelphia, PA

Our Safely Working Together committee continues to monitor pandemic trends and revisits our policies as needed.

Thank you for your agility as we continue to keep pace with COVID-19 guidance. I hope you were able to enjoy Labor Day weekend and refresh yourself mentally and physically.

Cecilia