



State Police Commission

Post Office Box 66555
Baton Rouge, LA. 70896-6555
Phone (225) 925-7057
Fax (225) 925-7058
www.laspc.com

John Bel Edwards
Governor

Jason Hannaman
Executive Director

April 16, 2021

Transmittal Sheet No. 72

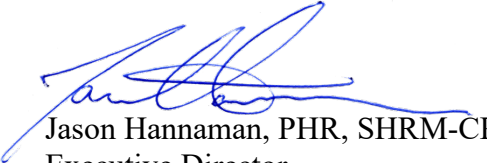
Subject: Chapter 21 expiration and extension of specific rules

Effective Date: April 15, 2021

Many provisions of Chapter 21 have been incorporated into the regular rules of the Commission, including but not limited to sick leave expansion and special meeting rules. Therefore, at its meeting on April 8, 2021, on motions duly made and seconded, by the unanimous vote of the members present, the State Police Commission voted to allow the provisions of Chapter 21 to expire except for Chapter 21 rules 21.1(b), 21.2.1, and 21.10 which will extend through August 15, 2021, or until an order of the Commission, whichever is sooner.

Attached is a complete copy of Chapter 21.

Sincerely,



Jason Hannaman, PHR, SHRM-CP
Executive Director

Attachment

CHAPTER 21

EMERGENCY RULES RESPONSE TO CORONAVIRUS DISEASE 2019 ("COVID-19")

The emergency rules in this chapter are prompted by the COVID-19 pandemic declaration of emergency in the State of Louisiana. The appointing authority is encouraged to consider telework for employees, as practical.

21.1 Sick Leave Expansion

The appointing authority may permit the use of sick leave for the following reasons:

- (a) Repealed by expiration of rule, effective April 15, 2021.
- (b) To care for a dependent child residing in his household due to a school closure related to COVID-19.

Provision (b) of this rule was extended by the Commission until 11:59 P.M. on August 15, 2021.

- (c) Repealed by expiration of rule, effective April 15, 2021.

21.2 Special Paid Leave

- (a) Repealed by expiration of rule, effective April 15, 2021.
- (b) Repealed by expiration of rule, effective April 15, 2021.

21.2.1 Special Leave Related to COVID-19 Health Pandemic

- (a) Effective September 14, 2020, the use of special leave under State Police Commission Rule 11.23(d) shall not be granted by the appointing authority for any employee absence related to the COVID-19 health pandemic. The Executive Director is granted the authority to reinstate special paid leave under State Police Commission Rule 11.23(d) for absences related to COVID-19 in the event the need arises due to a resurgence in the pandemic and an accompanying declaration by the Governor.
- (b) The appointing authority may grant time off without loss of pay, annual leave or sick leave to any healthcare provider or emergency responder who was exempted from the Families First Coronavirus Response Act by the Governor's

Proclamation Order No. 43 JBE 2020 Section 4 and who has tested positive for COVID-19 or who has been advised by a healthcare provider to self-quarantine related to COVID-19, or experiencing COVID-19 symptoms and is seeking medical diagnosis.

Such special paid leave shall not extend beyond 15 working days and will be in addition to any other leave benefits afforded by law.

- (c) In the event an employee has exhausted the special paid leave entitlement pursuant to section (b) of this rule, the appointing authority may grant time off without loss of pay, annual leave or sick leave to an asymptomatic employee who is directed by the appointing authority to be tested for COVID-19 and/or self-quarantine after being exposed through close contact to an individual with a confirmed positive COVID-19 diagnosis.

Such special paid leave shall not extend beyond 14 calendar days for each occurrence as recommended by the Centers for Disease Control and Prevention. Once the employee develops symptoms of illness or is confirmed with a positive COVID-19 diagnosis, he shall immediately be placed in an appropriate leave status, including leave without pay if the employee has exhausted both annual leave and sick leave.

- (d) The appointing authority may submit a request for reinstatement of annual or sick leave charged to an employee between the date of issuance of the Governor's Proclamation Order No. 43 JBE 2020 through September 13, 2020. The request for reinstatement must be for hours that would have qualified under sections (b) and/or (c) of this rule. Any hours reinstated will be tracked by the department and count toward the total number of eligible hours possible under sections (b) and/or (c). Under this provision, the Executive Director may review and reinstate up to 80 hours. The Executive Director shall submit a request to the Commission for consideration if the request is found to be questionable or if it exceeds 80 hours.
- (e) The appointing authority may grant time off without loss of pay, annual leave, or sick leave to an employee in order to receive a COVID-19 vaccination, provided such leave shall not exceed 4 hours for each administration of the vaccine. The appointing authority shall require the

employee to provide proof of vaccination for documentation purposes.

21.3 Required Sick Leave

Repealed by expiration of rule, effective April 15, 2021.

21.4 Limitation of State Police Commission Rule 12.10

Repealed by expiration of rule, effective April 15, 2021.

21.5 Overtime Pay Expansion

Repealed by expiration of rule, effective April 15, 2021.

21.6 Delegation of Authority to Director

Repealed by expiration of rule, effective April 15, 2021.

21.7 Suspension of Deadlines

Repealed by expiration of rule, effective May 31, 2020.

21.8 Special Meeting Rules

Repealed by expiration of rule, effective April 15, 2021.

21.9 Supporting Documentation

Repealed by expiration of rule, effective April 15, 2021.

21.10 Duration of Chapter

This Chapter is effective retroactively from March 13, 2020. The provisions of Rule 21.1(b) and 21.2(a)2 shall expire at 12:01 a.m. on April 13, 2020, unless extended by the Commission or the Director. The remaining provisions of this Chapter expire upon Order of the Commission or in 120 days, whichever comes first.

Provisions of Chapter 21 were allowed to expire except for Chapter 21 rules 21.1(b), 21.2.1, and 21.10 which were extended by the Commission until 11:59 P.M. on August 15, 2021, or upon Order of the Commission, whichever is sooner.

T/S-68 Rules 21.2.1, 21.10	09/18/2020
T/S-70 Rule 21.2.1(d)	02/11/2021
T/S-71 Rule 21.2.1 (e)	03/11/2021
T/S-72 Rules 21.1(b), 21.2.1, and 21.10	04/16/2021