



## COVID Vaccine and Recovery Time

Earlier this year, the university announced that Staff would receive an additional 8 hours of paid time off that could be used to receive the COVID-19 vaccine and/or to recover from the side effects from the vaccine.

Beginning December 18, 2021, the university increased the amount of paid time to up to 48 hours and expanded the eligibility to include additional employees. Those eligible must have worked for GW for at least 15 days before they can request paid time off for vaccination and/or recovery.

### Paid Time Available

Eligible employees can take:

- up to 2 hours of vaccination time per dose (including boosters) and
- up to 8 hours of vaccination recovery time during the 24-hour period following the 2-hour vaccination time period to recover from vaccine side effects.

A maximum of 48 hours of COVID Vaccine and Recovery Time per year can be used.

### Qualifying Situations

Vaccination Time is paid time off:

- to receive a COVID-19 vaccination, including a booster, or
- to take your child to receive a COVID-19 vaccination, including a booster.

Vaccination recovery time is paid time off:

- to recover from side effects from a COVID-19 vaccination or booster, or
- to care for your child recovering, from side effects from a COVID-19 vaccination or booster.

Please review the frequently asked questions below for details on how to process this paid time off for both non-exempt and exempt employees.

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### Non-Exempt Employees (Paid Hourly)

#### Frequently Asked Questions

##### 1. What situations qualify for the use of COVID Vaccine and Recovery Time?

Vaccination Time can be used:

- to receive a COVID-19 vaccination or booster, including travel to and from the appointment, **during regularly scheduled** work hours or
- to take your child to receive a COVID-19 vaccination, including a booster.

Vaccination recovery time can be used:

- to recover from side effects from a COVID-19 vaccination or booster, or
- to care for your child recovering, from side effects from a COVID-19 vaccination or booster.

##### 2. Who is eligible for COVID Vaccine and Recovery Time and how much time is available?

Non-exempt employees in the following categories are eligible to be paid *up to* 48 hours of COVID Vaccine and Recovery Time if they have been employed for at least 15 days:

- Full time benefits-eligible staff

- Part time benefits-eligible staff
- Part time student employees (i.e., not enrolled in a full-time academic program)
- Hourly wage/temp workers
  - GW temp agency staff who are in an active status are eligible for COVID Vaccine and Recovery Time for days they are scheduled to work.

### 3. When may I use COVID Vaccine and Recovery Time?

Up to 2 hours of time can be used for you or your child per vaccine dose including boosters and up to 8 hours can be used for you or your child to recover from vaccine side effects during the 24-hour period following the 2-hour vaccination time period.

### 4. How do I request COVID Vaccine and Recovery Time?

You should submit a time off request to your manager (in person, via email or by phone) if you need to take COVID Vaccine and Recovery Time during scheduled work hours.

- **During the current TRS outage:** Please enter ALV on your manual timesheet.
- **After the current TRS outage is resolved:** ALV is not an option in the "Time Off Type" drop down menu in the "Request Time Off" pop up box in the Time Reporting System (TRS). Your department's timekeeper will need to record the ALV on your timecard in the TRS. It is the employee's and manager's responsibility to ensure the employee does not surpass the maximum 48 hours per year.
- Beginning May 12, 2023, employees will no longer receive additional COVID Vaccine and Recovery Time, but any remaining time can be used by employees hired on or before May 11, 2023.

### 5. How far in advance must I request COVID Vaccine and Recovery Time?

You should submit a time off request to your manager for the time needed to receive the vaccination during scheduled work hours. The request, when possible, must be made at least 48 hours prior to the need for time off. However, if you request time off the day a vaccination is made available, every effort will be made to allow you the opportunity to receive the vaccination.

### 6. Do I need to provide documentation for my COVID Vaccine and Recovery Time request?

Documentation is not required to be submitted to be paid COVID Vaccine and Recovery Time; however, all employees are expected to comply with the [university's vaccine requirements](#).

### 7. I already received my COVID-19 vaccine(s) and used Pandemic Time (PND), sick or annual time. Can I request COVID Vaccine and Recovery Time instead?

Yes. If you used up to 8 hours of PND, sick or annual time in 2021 for an eligible situation described above and wish to have COVID Vaccine and Recovery Time applied instead, please log in to the TRS to cancel your original request (once the TRS outage is resolved). Once your manager approves the cancellation, the time off will be removed from your timecard and your time off balance will no longer reflect the hours you cancelled. Your timekeeper can then record this time as ALV on your timecard. Please note: TRS adjustments cannot be made until the current TRS outage is resolved.

### 8. Can my manager require me to identify another worker to fill in for my work while using COVID Vaccine and Recovery Time?

No, your manager cannot require you to find a replacement while using COVID Vaccine and Recovery Time.

Please note: Paid Time Off (e.g., PND, sick, or annual time) may still be requested if additional time off is needed to receive and/or recover from the vaccination.

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## Exempt Employees (Paid Salary)

### Frequently Asked Questions

#### 1. What situations qualify for the use of COVID Vaccine and Recovery Time?

Vaccination Time can be used:

- to receive a COVID-19 vaccination or booster, including travel to and from the appointment, **during regularly scheduled** work hours or
- for your child to receive a COVID-19 vaccination, including a booster.

Vaccination recovery time can be used:

- to recover from side effects from a COVID-19 vaccination or booster, or
- to care for your child recovering, from side effects from a COVID-19 vaccination or booster.

**2. Who is eligible for COVID Vaccine and Recovery Time and how much time is available?**

All exempt employees are eligible to be paid up to 48 hours of COVID Vaccine and Recovery Time if they have been employed for at least 15 days.

**3. When may I use COVID Vaccine and Recovery Time?**

Up to 2 hours of time can be used per can be used for you or your child per dose including boosters and up to 8 hours can be used for you or your child to recover from vaccine side effects during the 24-hour period following the 2-hour vaccination time period.

**4. How do I request COVID Vaccine and Recovery Time?**

If you have remaining COVID Vaccine and Recovery Time, you should work with your manager to schedule paid time off needed. **This time should not be charged in the TRS.**

**5. How far in advance must I request COVID Vaccine and Recovery Time?**

You should submit a time off request to your manager for the time needed to receive the vaccination during scheduled work hours. The request, when possible, must be made at least 48 hours prior to the need for time off. However, if you request time off the day a vaccination is made available, every effort will be made to allow you the opportunity to receive the vaccination.

**6. Do I need to provide documentation for my COVID Vaccine and Recovery Time request?**

Documentation is not required to be submitted to be paid for COVID Vaccine and Recovery Time; however, all workers are expected to comply with the [university's vaccine requirements](#).

**7. Can my manager require me to identify another worker to fill in for my work while using COVID Vaccine and Recovery Time?** No, your manager cannot require you to find a replacement while using COVID Vaccine and Recovery Time.

*Please note: Paid Time Off (e.g., PND, sick, or annual time) may still be requested if additional time off is needed to receive and/or recover from the vaccination.*

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**Questions?** If you have questions about the use of COVID Vaccine and Recovery Time, please contact Benefits at [timeoff@gwu.edu](mailto:timeoff@gwu.edu) or 571-553-8382.

The university reserves the right to modify or discontinue its benefits programs in whole or in part at any time and without advanced notice, except as required by law. Nor does this guidance create, or is intended to create, a promise or representation of continued employment for any employee.