



Questions and Answers (Q&A)

Special HR Liaisons & MLS Live Event Held June 2, 2021

The following questions were submitted by attendees during the June 2, 2021 Special MS Teams Live Event for HR Liaisons & MLS on the reconstitution of in-person County services and operations.

Q: Are masks still required in the workplace?

Beginning Monday June 7, 2021, the wearing of masks (facial coverings) in most County offices and facilities is voluntary. Unvaccinated persons are highly encouraged to wear a mask (facial covering).

Masks are still required in:

- Childcare settings
- Correctional facilities
- Health care settings, such as:
 - Health and Human Services (HHS) Crisis Center
 - HHS Dental Clinic
 - HHS HIV Clinic
 - HHS TB Clinic
 - Occupational Medical Services (OMS) / Fire and Rescue Occupational Medical Services (FROMS) Clinic
- Homeless shelters
- Public transportation
- Schools
- Summer camps

This change is consistent with current State of Maryland policy and CDC guidance.

Q: Is social distancing still required in the workplace?

Social distancing requirements are no longer in place. In-person meetings and events can resume without occupancy limits.

Q: Should employee vaccination status be taken into consideration when making staffing decisions?

No. While employees may choose to voluntarily disclose their vaccination status, managers and supervisors should refrain from asking employees for this information, and staffing decisions should not be made based on vaccination status. Employees should be treated the same regardless of whether they are vaccinated or unvaccinated.

Q: Do unvaccinated employees need to take special precautions in the workplace?

Employees who choose not to be vaccinated are strongly encouraged to continue to wear masks in the workplace. However, special precautions are not required for unvaccinated employees.

Q: Can an employee decline telework and choose to return to the office even if their job duties can be completed via telework?

Yes. Telework is voluntary. Employees may choose not to telework.

Q: For staff that did not have a regular telework agreement, do they need to return to onsite work on June 7?

The decision as to whether an employee should work remotely or onsite is determined by the department, with such factors as the level of in-person operation and customer service needs that must be met based on their position. Your department's Telework Management Officer (TMO) has received additional training and should be able to provide guidance.

Q: Can an employee use telework as a replacement for childcare or eldercare?

No, telework is not a substitute for childcare or eldercare. Employees who are unable to report to work due to a need for child- or eldercare should use a personal leave type.

Q: Should we continue to use the TELECOVD Telework Reason Code after June 6? Or should we switch to a General Telework reason code?

Employees who are still in a situational telework mode of operations should continue to use the TELECOVD reason code.

Q: Who received the May 26 memo from the OHR Director regarding supervisory guidance on situational telework?

The memo was distributed to department directors, MLS, public safety managers, HR Liaisons, and SEAs.

Q: Will employees continue to get administrative leave for COVID-related exposures and quarantines?

Yes.

Q: If an employee returns to the worksite and is exhibiting flu-like symptoms, can the department require that the employee goes home?

Yes.

Q: Where can employees find wellness and mental health resources to help them navigate stress during this period of transition?

- [EAP Program](#)
- [GuidanceResourcesCOVID-19 Toolkit for Front Line Employees](#)
- [GuidanceResources COVID-19 Toolkit for Dealing with Families at Home, Isolation Survival, and Staying Active](#)
- [LiveWell Program Page](#)
- MCG Carrier Resources:
 - [United Healthcare Wellness Resources](#)
 - [CareFirst Wellness Resources](#)
 - [Kaiser Wellness Resources](#)

Q: Regarding the dependent recertification process, is the recertification extension for ALL employees, or just for union represented employees?

The extension of the deadline for dependent recertification is for all employees.