



University of Nevada, Reno

**Frequently Asked Questions  
About  
H1N1 Virus and Human Resource Policies**

**Q: Are there special policies that govern illness due to the H1N1 or other flu viruses?**

A: Faculty and staff who are ill with the flu should stay home for 24 hours after they are fever free without the use of fever reducing medications. Learn more about the flu [here](#). All existing attendance and leave policies remain in effect. Faculty and staff are encouraged to monitor sick leave balances so adequate days are available if needed.

**Q: If I run out of sick leave while I have the flu, what happens?**

A: If you exhaust your sick leave, you would be placed in a Leave Without Pay status. Catastrophic leave would not be an option as the illness must be life threatening or require a long period of convalescence (10 weeks or more). Generally, the flu will not meet either of these conditions.

**Q: Do I have to have a doctor's note or medical certification if I am on sick leave for three consecutive days?**

A: Unless you have previously been instructed (due to attendance issues) that medical certification is required to substantiate an absence, you are not required to provide medical certification until after five consecutive days of absence. (The normal policy is to provide medical certification after 3 days. Due to the H1N1 outbreak, medical certification is not required until after five days consecutive days of absence. This will revert back to three days of consecutive absence on April 15, 2010.)

**Q: If I have the flu, am I eligible for Family Medical Leave Act (FMLA) leave?**

A: Typically, the flu would not be considered as a serious medical condition under FMLA. However, if your particular flu episode manifests in a manner that makes you eligible under the FMLA you will have access to use your accrued annual leave as well as your sick leave for an absence due to a medical reason. (The normal policy is to provide medical certification after 3 days. Due to the H1N1 outbreak, medical certification is not required until after five days consecutive days of absence. This will revert back to three days of consecutive absence on April 15, 2010.)

**Q: Can I work from home if I have the flu?**

A: Generally, if you are exhibiting flu symptoms, you won't be productive even working from home. The supervisor of each work unit will determine what functions could be performed remotely. It is conceivable that within the same unit, some jobs may be performed remotely and others may not due to operational needs.

**Q: I caught the flu from a coworker. Is this covered under workers' compensation?**

A: No. The flu is not a compensable illness under workers' compensation.

**Q: Can my supervisor send me home if I come to work sick?**

**A:** Yes. Nevada Administrative Code 284.568 states:

*1. An appointing authority may place an employee on sick leave if:*

*(a) Due to a known or suspected illness or injury, the employee is not performing at the level required by his position or is not able to perform the essential functions of his position with or without reasonable accommodation, as determined by the appointing authority pursuant to NAC 284.440 and 284.441; or*

*(b) The illness appears to be contagious.*

*2. If the appointing authority places the employee on sick leave pursuant to subsection 1, the appointing authority may require the employee, before the employee may return to work, to provide documentation from a provider of health care which verifies that the employee is medically able to perform the essential functions of the job with or without reasonable accommodation and does not have a contagious illness.*