



AmeriCorps

**Marshfield Clinic Health System AmeriCorps Recovery Corps
Host Site Application Information Packet
2023-2024**

Marshfield Clinic Health System will place 30 full-time AmeriCorps members who will undergo training in the Connecticut Community for Addiction Recovery (CCAR) model of recovery coaching and serve as recovery coaches. *Recovery coaches* will focus on helping those impacted by a prescription drug, opioid, and other substance use disorder through one-on-one contact, outreach phone calls, and community education

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**Priority Applications will be accepted through April 17, 2023.
For more information contact:**

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Eligible Host Sites

Eligible host sites include treatment agencies that focus on recovery or substance use related services, coalitions and healthcare organizations in the MCHS service area. Agencies must be non-profit or government in nature. All programming and awards are dependent upon federal funding.

Applying to be an AmeriCorps Host Site is a 3-part process:

- 1. Download and review informational packet**
- 2. View the Host Site Application Process Information Recording: <https://youtu.be/BeTGO0jeYnc>**
- 3. Apply for host site placement here: <https://redcap.mcrf.mfldclin.edu/redcap/birc/surveys/?s=LFYFDPHRRYHLT3>**

Introduction

AmeriCorps

At the national level, AmeriCorps engages more than 75,000 Americans in service each year at nonprofits, schools, community and faith-based groups and public agencies across the country. Since 1994, more than 1 million AmeriCorps members have contributed more than 1.4 billion hours of service while tackling pressing problems and mobilizing more than 2.3 million volunteers. AmeriCorps programs move communities forward and contribute to the overall development of individuals that serve as members. AmeriCorps places thousands of individuals into positions where they learn valuable work skills, earn money for education and develop an appreciation for citizenship.

Marshfield Clinic Health System (MCHS) Center for Community Health Advancement has operated AmeriCorps programs in Wisconsin since 2000. Marshfield Clinic AmeriCorps programs have consistently been ranked in the top tier of AmeriCorps programs by Serve Wisconsin. Serve Wisconsin is federally funded by the Corporation for National and Community Service to operate AmeriCorps programs throughout Wisconsin. AmeriCorps is considered a domestic version of the Peace Corps in which each AmeriCorps member commits a year of intensive service to meet critical community needs.

MCHS AmeriCorps Recovery Corps

The Recovery Corps is administered by Marshfield Clinic Health System (MCHS).

During the 2023-2024 program year, 30 full-time MCHS AmeriCorps Recovery Corps members will be recruited. *Recovery coaches* will focus on helping those impacted by their own or someone else's substance use through one-on-one contact and community education. Eligible partners that are selected are known as host sites and will be responsible for their own member recruitment with materials and guidance provided by MCHS. MCHS will verify member eligibility and process the necessary paperwork to enroll the member. Staff from MCHS will provide training at AmeriCorps orientation in September to prepare members for their term of service. Host site supervisors will participate in orientation in order to prepare them to manage their members and to begin development of the Member Service Plan. Topics at orientation will include administrative processing, member benefits, program rules and regulations, and intensive training in substance use-related topics.

After orientation, members will begin serving at their host site. Members will serve 35-40 hours per week, providing direct support to individuals in their communities and supporting substance misuse reduction. Members will receive a bi-weekly living allowance and health insurance. Upon successful completion of their term of service, members receive a \$6,895 education award.

Staff from MCHS will provide education, training, and technical assistance throughout the term of service. The Host Site is responsible for day to day supervision, mentoring and management of the member.

Timeline

Term of service will be September 11, 2023 through August 31, 2024. Full-time members must serve a minimum of 1700 hours during the term of service; half-time members must serve a minimum of 900 hours to earn their education award.

April 17, 2023

Host Site Applications due; however, applications will be accepted until all positions are filled.

May 1, 2023

Approved host sites are notified of their award. If there are more applicants than slots available, applicants may be placed on waiting list.

- Host Site Summit Recording
 - The purpose of this webinar recording is to train and prepare the host sites for recruitment and supervision of the member, to make clear all responsibilities and duties of a host site, and to understand pertinent due dates, member commitments, member benefits, etc. It is very important to watch the required webinar PRIOR to beginning recruitment of your member(s).

August 14, 2023

Member recruitment deadline

- Applications and paperwork for selected members must be submitted to MCHS by 5:00pm

September 11-15 and September 18-21, 2023

Member orientation with CCAR Training (mandatory)

- Location TBD

Tuesday, September 12, 2023– 8:30am – 4:30pm

Host Site Supervisor orientation (mandatory)

- Location TBD
- **NOTE: IF YOU CANNOT ATTEND the entire training, you must send a representative that can.**

November 17, 2023

Host Site payments due today

Spring 2023

Midterm training TBD

Member Benefits and Guidelines

Members

Members are enrolled for the purpose of serving as a Recovery Coach. Detailed service plans are described in the Member Service Plan.

Term of Service

Members must serve at least 1,700 hours during the term of service, averaging 35-40 hours per week in most situations. Members may apply to serve up to four terms of service, although federal regulations allow a member to earn no more than the value of two full-time education awards.

Living Allowance

Members will receive a modest living allowance every two weeks. The net amount received is based upon the tax status of the individual. MCHS manages the member payroll.

Education Award

Upon the successful completion of the term of service (1,700 hours minimum), members receive a \$6,895 Segal AmeriCorps Education Award. Education awards can be used to pay educational expenses at qualified Title IV institutions of higher education, for educational training, or to repay qualified student loans (not private loans). Members have seven years to use their education awards. Any member 55 or older at the start of his or her term of service may transfer the education award to his or her children or grandchildren.

Loan Forbearance & Interest Accrual on Student Loans

Members may apply to be exempt from paying qualified student loans (not private loans) while serving and are not required to pay the interest that is accrued on those loans during the term of service as long as the member properly submits the request and successfully completes their term of service. If a member terminates their service (non-compelling) they will be responsible for interest accrued during the term of service. These systems are managed by the Corporation for National and Community Service.

Health Insurance and Childcare Benefits

Members receive the option for health, dental and vision insurance (premiums paid by AmeriCorps program) and childcare assistance. The member must apply for childcare benefits and be approved by the management organization, GAP Solutions Inc. (GAPSI). MCHS links the member to these benefits but does not manage them.

Service Gear

Service gear is provided to members. Members are required to wear their issued AmeriCorps name badge at all times while they are serving. Other service gear provided such as t-shirts, fleece or sweatshirts should be allowed to be worn any time the member is serving.

Member Recruitment & Retention

Members must be 17 years of age by September 11, 2023 and have a high school diploma, certificate of General Education Development (GED), or High School Equivalency Diploma (HSED). Host site may require the member to hold a valid driver's license and pass a DMV check.

Host sites will be responsible for interviewing and selecting the AmeriCorps member(s). All enrollment considerations will be non-partisan, non-political and non-discriminatory as established in Corporation for National and Community Service and MCHS policies.

Once the host site selects their final candidate, the host site supervisor will send MCHS the completed AmeriCorps application. MCHS will review the applicant's information and perform all AmeriCorps required criminal background checks and Division of Motor Vehicle (DMV) checks to determine eligibility to serve. Any major concerns regarding candidate's background or DMV check may be shared with the Host Site Supervisor to ensure placement is feasible but this is not required. If a host site wants background check results, they will need to conduct their own checks, as the program cannot share the physical results. Members are approved based on AmeriCorps and MCHS standards.

Member retention is critical to the overall success of AmeriCorps. **Host sites should ensure that member applicants are aware of the necessary time and financial commitments involved in serving as an AmeriCorps member.** Completion of the full term of service is a high priority for the member, host site and MCHS. Should a member exit the program or be terminated by their site, there are NO refunds of the host site cash payment and any incomplete payments must be fulfilled. (See Replacement of Member, below)

Requirement for an individual to apply for a Recovery Coach position

1. Individual must be 17yrs of age by September 11, 2023
2. Individual must be in recovery for:
 - a. At least 12 months OR
 - b. Have lived experience (recovery or substance misuse related)
3. Must be willing to be drug screened

Host Site Cash Payment

Participating host sites are responsible for payment of \$5,000 per member to MCHS Center for Community Health Advancement no later than October 27, 2023. If the host site loses a member who quits or resigns or if the host site releases a member for cause any time during the term of service, the host site is still required to complete the full host site cash payment. Members who depart prior to the completion of 30% of their hours and exit prior to December 1, 2023 can be replaced (See Replacement of Member, below). **There are no refunds for loss of member or services.** If multiple agencies share a member's cash match payment, ONE agency must assume responsibility for the invoice payment and designate this in the application. Sources of the host site cash payment should be non-federal unless permission is secured in writing and a copy is provided to the MCHS staff.

Reimbursements

Members who drive to/from any required MCHS AmeriCorps trainings will be reimbursed if (s)he has an acceptable driving record. Geographic restrictions will be taken into consideration. Carpooling is **STRONGLY** encouraged. Host sites that require members to drive their own vehicles for host site business are required to negotiate mileage reimbursement.

Retention of the Member

Once a Recovery Corps member begins their term of service they cannot be replaced if they should quit, therefore it is critically important the member understands the time and financial commitment to the

complete term of service. The Host Site needs to ensure solid day to day supervision, mentoring and support.

Standards of Conduct (member)

Member non-compliance means that the member is found to be violating the Member Participation Agreement of the AmeriCorps program. In most situations where a member is found to be non-compliant, the following steps MUST be taken by the site prior to asking the member to be terminated:

1. First offense, an appropriate program official (AmeriCorps manager, host site supervisor or staff) will issue a verbal warning to the member (documented).
2. Second offense, an appropriate program official (AmeriCorps manager, host site supervisor or staff) will issue a performance improvement plan and warn the member in writing (documented).
3. Third offense, for violation of the performance improvement plan, the member may be suspended (short-term) or released from term of service for cause. If suspension occurs it may be without compensation and the member will not receive an extension to their service year.

Standards of Conduct (host site)

Host site non-compliance: Host site non-compliance means that the host site is found to be violating assurances, basic standards, rules or procedures of the AmeriCorps program. In a situation where a host site is found to be non-compliant the following steps will be taken:

1. Documented verbal notification of issue with steps for resolution.
2. Performance improvement plan for the site is written and agreed to.
3. Removal of site from program.

AmeriCorps Disaster Relief Training & Deployment Teams (ADRT)

AmeriCorps members have the opportunity to participate in disaster relief training and deployment during their term of service. Host Sites should understand that members can count up to 10 hours of training and 40 hours of disaster response during the program year. These activities should be coordinated with the Host Site Supervisor to avoid any conflict with the Members Service Plan. It is also important to note that disaster response can be a last minute situation and members may be asked to respond on a moment's notice. In these cases, we ask that the Host Site Supervisor & Host Site be flexible with the members to allow them to meet the need as quick as possible. Members may serve more than 40 hours for a disaster but only with permission of the Host Site Supervisor. When a member is deployed for disaster relief, MCHS AmeriCorps will provide the member and the Host Site with additional documentation requirements that must be completed within 72 hours following a deployment.

MCHS Policies & Guidelines Summary

Host Site Supervision Requirements

- Shadowing of a Recovery Coach by the Host Site Supervisors is required for all Coaches. Shadowing is to be completed in a three tiered approach for a minimum of a one month period. The shadowing time may be extended based on the feedback of the Host Site Supervisor or Recovery Coach. Host Site Supervisors should have a thorough understanding of recovery and

be able and willing to support both the AmeriCorps member and their questions pertaining to recovery.

Recovery Coach and Client Roles and Expectations

- Coaches will be gathering data from Clients and recording in an online database called REDCap.
- The Recovery Coach is prohibited from transporting clients. External resources can be provided to a client to secure safe transportation.
- The Recovery Coach and client will have a signed Roles and Responsibilities form, completed and uploaded into REDCap before recovery coaching services can begin.

Assurances

Marshfield Clinic Health System Center for Community Health Advancement will:

- Administer the program for members including enrollment, background checks, payroll, and service gear.
- Assist with the following benefits managed by a third party: childcare, health insurance, dental insurance, education award, loan forbearance, and interest accrual.
- Provide ongoing education, training, technical assistance and other resources to members and host site supervisors.
- Host ongoing teleconference meetings and/or trainings for members and host site supervisors.
- Provide mileage reimbursement for trainings required by AmeriCorps program (Orientation, Opening Ceremony and Midterm).
- Provide a Program Manager to manage the daily operations and support of the program.

Organization/Host site will:

- Appoint a qualified host site supervisor to oversee the member on a daily basis with strong management skills, clinical experience or have access to someone who can provide clinical oversight or mentoring to the member on a weekly basis. Host site supervisor must also have experience managing employees. If the host site supervisor changes during the program year, notify Marshfield Clinic Health System staff at least 10 days prior.
- Complete and submit a Member Service Plan.
- Include progress on the Member Service Plan as a standing agenda item on the regular staff agenda.
- Provide the member with dedicated office space, a computer with internet access, a dedicated telephone, and office supplies by September 11, 2023.
- Provide mileage payments for the members host site required travel. This may include recoveree visit travel, host site sponsored events and activities away from the normal host site location.
- Support and enforce the rules, regulations, and guidelines included in the Marshfield Clinic Health System AmeriCorps Handbook, orientation and MCHS AmeriCorps Policy Manual.
- Display AmeriCorps Host Site sign (provided) in front window or lobby/reception area.
- Support recovery coach members in their recovery efforts both personally and for their clients.
- Support MCHS AmeriCorps data collection requirements through internal Redcap database.

- Support the MCHS AmeriCorps media guidelines for promotion of member's service and activities.
- Agree not to supplement the member living allowance with any cash payment.
- Agree not to employ a member outside of their AmeriCorps service without approval of the MCHS Recovery Corps manager prior to enrollment.
- Agree to read and understand all Recovery Corps policies and agree to uphold them especially the policy on 42 CFR Part 2 AODA privacy regulations and member supervision requirements.
- Support member participation in MCHS activities.
- Allow the member to be trained, up to 10 hours, in disaster response and respond to disasters, if requested, for up to 5 service days (40hrs total). The host site may approve additional hours.
- Agree to abide by and enforce the appendix included in this application and agreement.
- Provide payment of \$5,000 per member to MCHS Center for Community Health Advancement no later than October 27, 2023. Applicant Host Sites would not be responsible for payment if they do not start recruit or start a member. Once a member starts with a Host Site, the Host Site becomes liable for the full cash payment. If the host site loses a member who quits or resigns or if the host site releases a member for cause any time during the term of service, the host site is still required to complete the full host site cash payment.

Host site supervisor will:

- Participate in required teleconferences and webinars identified in this application and in the program calendar.
- Attend host site supervisor training, in person, on September 12, 2023. Location TBD.
- Approve member service hours in the OnCorps reporting system on a weekly basis.
- Provide daily support to the member and meet at least one hour per week in a formal, face-to-face meeting to discuss status, progress of service, and completion of the Member Service Plan.
- Read and agree to the Recovery Corps supervision expectations.
- Document member-related issues and concerns and consult Marshfield Clinic Health System staff regarding any significant issues, concerns, potential release from service, etc. NOTE: AmeriCorps members are not employees of the host site and cannot be released from service until all exiting/termination requirements are met. (see program handbook)
- Release member for trainings & disaster support as required by MCHS.
- Complete a midterm and end of service evaluation of the member.
- Support and enforce the rules, regulations, and guidelines included in the Marshfield Clinic Health System AmeriCorps Handbook and Policy Manual.
- Agree to read and understand the policy on 42 CFR Part 2 AODA privacy regulations.
- Follow member exiting (termination) requirements.

AmeriCorps member will:

- Fulfill activities and service identified on the approved Member Service Plan to include up to 5 wellness hours per week.
- Complete and abide by both their Member Service Agreement.
- Attend trainings, webinars and teleconferences required by Marshfield Clinic Health System. Ride-share whenever possible.
- Complete and submit required paperwork by established due dates.

- Reply to communication from Marshfield Clinic Health System staff in a timely manner.
- Collect and submit data required by Marshfield Clinic Health System in both the internal Redcap system and Volunteer Report.
- Provide service on week days, evenings, and weekends as needed.
- Submit necessary paperwork for benefits and respond to inquiries, etc.
- Complete other AmeriCorps program requirements as assigned.
- Wear their issued AmeriCorps name badge at all times while serving and hang the AmeriCorps Pledge (provided) in work area.

Member Service Plan Summary

Marshfield Clinic Health System AmeriCorps Recovery Coaches will undergo training in the Connecticut Community for Addiction Recovery (CCAR) model of recovery coaching and serve as Recovery Coaches.

Recovery coaches will focus on helping those impacted by prescription drug, opioid, and other substance use disorders through one-on-one contact, outreach phone calls, and community education

The Member Service Plan outlines member service on a daily basis. Member Service Plans should be as detailed as possible and leave little room for discretionary service time. These are written by the sites with support from MCHS AmeriCorps Recovery Corps.

AmeriCorps member will:

- Plan 5 wellness hours per week focused on personal wellness maintenance or improvement.
- Engage productively in the health and human services workforce
- Promote long-term recovery for at least 8-10 individuals who are seeking recovery from a substance use disorder and follow the strict guidelines related to coaching ethics.
- Share lived direct or indirect experience from at least one year of personal experience in recovery from a substance use disorder
- Strive to maintain personal recovery through development of a Recovery Service Plan and routine engagement with host site supervisor and Recovery Corps Program Manager
- Develop and monitor personalized Recovery Service Plans for clients based on the Eight Dimensions of Wellness, including spiritual, financial, emotional, physical, environmental, intellectual, occupational, and social.
- Transition individual from professionally directed Recovery Service Plan to self-directed management of personal recovery
- Work with individuals seeking recovery one-on-one on a weekly basis before, during, and after treatment to:
 - Connect to treatment resources
 - Support recovery
 - Provide education and advice
 - Resolve obstacles to recovery
 - Develop recovery support resources
 - Cultivate sobriety-based habits and social activities

- Help individuals acquire skills for recovery
- Provide sober companionship
- Support connections to mutual aid self-help groups (e.g., Narcotics Anonymous)
- Assist with identification and resolution of personal and environmental recovery obstacles
- Develop, implement, and promote recovery-focused community education and training opportunities
- Raise awareness about treatment and recovery for substance use disorders in the community
- Initiate referrals to social service organizations as needed
- Conduct outreach work with individuals seeking recovery
- Serve as an advocate for the recovery community
- Recruit, mobilize, manage, and track volunteers to assist with recovery-focused activities and events
- Act as a resource guide (e.g., mutual aid groups, sober recreation, advocacy groups, sober living, transportation)
- Accompany person to recovery activities
- Enhance access and reduces barriers to recovery by developing and expanding recovery support services

Appendix A

AmeriCorps Prohibited Activities

There are certain activities AmeriCorps members and staff may not perform in the course of their duties, while charging time to the AmeriCorps program, or at the request of program staff. Furthermore, members and staff may not engage in any conduct in a manner that would associate the national service program or the Corporation of National & Community Service (CNCS) with the prohibited activities. Programs must become familiar with the specific prohibitions described in the CNCS formal regulations and the grant provisions. The list of prohibited activities includes:

- Attempting to influence legislation.
- Organizing or engaging in protests, petitions, boycotts, or strikes.
- Assisting, promoting, or deterring union organizing.
- Impairing existing contracts for services or collective bargaining agreements.
- Engaging in partisan political activities or other activities designed to influence the outcome of an election to Federal office or the outcome of an election to a State or local public office.
- Participating in, or endorsing, events or activities that are likely to include advocacy for or against political parties, political platforms, political candidates, proposed legislation, or elected officials.
- Engaging in religious instruction, conducting worship services, providing instruction as part of a program that includes mandatory religious instruction or worship, constructing or operating facilities devoted to religious instruction or worship, maintaining facilities primarily or inherently devoted to religious instruction or worship, or engaging in any form of proselytization.
- Providing any direct benefit to any:
 - business organized for profit
 - labor union
 - partisan political organization

- organization engaged in religious activities described in bullet above, unless the position is not used to support those religious activities.
- Providing abortion services or referrals for receipt of such services.
- Conducting a voter registration drive or using Corporation funds to conduct a voter registration drive.
- Participating in activities that pose a significant safety risk to participants.
- Fundraising, including: for living allowance or other costs of the AmeriCorps program or an organization's operating expenses or endowment; writing grant applications for AmeriCorps funding or for any other funding provided by the Corporation for National & Community Service; or writing grant applications for funding provided by any other federal agencies.

AmeriCorps members may not engage in the above activities directly or indirectly by recruiting, training, or managing others for the primary purpose of engaging in one of the activities listed above.

- Additionally, members may not consider such hours as direct service:
 - 1) Time spent sleeping during overnight retreats affiliated with their service site (or for personal recreation) or travel time to and from a service site.
 - 2) Service outside a program's state or outside the U.S.A.

However, AmeriCorps members, like any other private citizens, may participate in any of the above activities on their own time, at their own expense, and at their own initiative. Members may not wear AmeriCorps service gear or other identity item (pins, hats, etc.) in such instances.

<https://www.nationalservice.gov/file/21637>

Appendix B

Non-Discrimination Policy

Public Notice of Non-discrimination of participants in the Marshfield Clinic Health System AmeriCorps Program

In compliance with Corporation for National Service regulations and provisions, programs that receive federal funding, which includes Marshfield Clinic AmeriCorps Volunteer Wisconsin, must notify service recipients, applicants, Program staff, and the public, including those with impaired vision or hearing, that it operates its program or its activity in accordance with requirements of the Americans with Disabilities Act (ADA) and Section 504 of the Rehabilitation Act. All AmeriCorps programs prohibit any form of discrimination against persons with disabilities in recruitment, as well as in service. No qualified individual with a disability shall be denied the benefits of the program, be excluded from participation in services and activities or be subjected to discrimination by the program. No person shall be denied membership into AmeriCorps by reason of race, color, creed, religion, national origin, sex, marital status, status with regard to public assistance, disability, sexual orientation or age. Veterans are encouraged to apply. It is unlawful to retaliate against any person who, or organization that, files a complaint about such discrimination.

In addition to filing a complaint with local and state agencies that are responsible for resolving discrimination complaints, you may bring a complaint to the attention of the Corporation for National and Community Service. If you believe that you or others have been discriminated against, or if you want more information, contact:

Office of Civil Rights and Inclusiveness, Corporation for National and Community Service
1201 New York Avenue, NW
Washington, D.C. 20525

(202) 606-5000, ext. 312 (voice), (202) 565-2799 (TDD), eo@cns.gov, or through
www.nationalservice.org.

Appendix C

Approved and Prohibited AmeriCorps Fundraising Activities

Members may raise funds directly in support of service activities that meet local, environmental, educational, public safety, homeland security or other human needs. Examples of fundraising activities members may perform include, but are not limited to:

- Seeking donations of books from companies and individuals for a program in which volunteers tutor children in reading.
- Writing a grant proposal to a foundation to secure resources to support the training of volunteers.
- Securing supplies and equipment from the community to enable volunteers to help build houses for individuals who are low income.
- Securing financial resources from the community to assist a faith-based or community-based organization in launching or expanding a program that provides social services to the members of the community and is delivered, in whole or in part through the members of the faith-based organization.
- Seeking donations from alumni of the program for specific service projects being performed by current members.

Members may not:

- Raising funds for his or her living allowance (includes host site cash payment).
- Raising funds for an organization's general operating expenses or endowment.
- Write grant applications for AmeriCorps or any other funding provided by CNCS.
- Write grant applications for funding provided by any other federal agencies.

Appendix D

Non-displacement & Non-duplication

(e) *Nonduplication.* Corporation assistance may not be used to duplicate an activity that is already available in the locality of a program. And, unless the requirements of paragraph (f) of this section are met, Corporation assistance will not be provided to a private nonprofit entity to conduct activities that are the same or substantially equivalent to activities provided by a State or local government agency in which such entity resides.

(f) *Nondisplacement.* (1) An employer may not displace an employee or position, including partial displacement such as reduction in hours, wages, or employment benefits, as a result of the use by such employer of a participant in a program receiving Corporation assistance. (2) A service opportunity will not be created under this chapter that will infringe in any manner on the promotional opportunity of an employed individual. (3) A participant in a program receiving Corporation assistance may not perform any services or duties or engage in activities that would otherwise be performed by an employee as part of the assigned duties of such employee. (4) A participant in any program receiving assistance under this chapter may not perform any services or duties, or engage in activities, that—(i) Will supplant the hiring of employed workers; or (ii) Are services, duties, or activities with respect to which an individual has recall rights pursuant to a collective bargaining agreement or applicable personnel procedures. (5) A participant in any program receiving assistance under this chapter may not perform services or duties that have been performed by or were assigned to any—(i) Presently employed worker; (ii) Employee who recently resigned or was discharged; (iii) Employee who is subject to a reduction in force or who has recall rights pursuant to a collective bargaining agreement or applicable personnel procedures; (iv) Employee who is on leave (terminal, temporary, vacation, emergency, or sick); or (v) Employee who is on strike or who is being locked out.

Ref: 45 CFR §2540.100(e)-(f)(1-5)