



Guidance Document - Employees Age 65+ or With Chronic Medical Conditions

The purpose of this document is to lend guidance to campuses on the impact of recent CDC changes regarding 'at risk individuals' and provide guidance on communication to CSU employees.

The CDC has revised its guidance pertaining to individuals at higher risk for COVID-19. It no longer specifies "individuals age 65 or older" as being at greater risk for the virus, but rather it indicates that the risk for serious illness from COVID-19 increases as "individuals get older." Additionally, the CDC has changed its terminology for "individuals with chronic medical conditions" and now indicates that "individuals with underlying medical conditions" may be at greater risk for experiencing serious illness related to the COVID-19 virus.

Since March, the CDC and other public health organizations have learned more about the COVID-19 virus. There is data which shows that as a person gets older, their risk for severe illness from COVID-19 increases. The CDC is now indicating that people in their 50s are at higher risk for severe illness than people in their 40s. Similarly, people in their 60s or 70s are, in general, at higher risk for severe illness from COVID-19 than people in their 50s. The greatest risk for severe illness from COVID-19 is among those aged 85 or older. There are also other factors that can increase the risk for severe illness associated with COVID-19, such as [underlying medical conditions](#). You may access all the current CDC guidance [here](#).

Prior to these changes, on March 15, 2020, CSU employees who were age 65 or older and/or who had chronic medical conditions were asked to immediately social distance themselves and remain away from work. Many of these individuals were able to telework, but for those who could not, income protection, in the form of paid administrative leave, was provided. With this new guidance from the CDC, and bearing in mind that campuses are beginning to repopulate, these individuals should be included in campus repopulation plans. Should essential personnel in this category be required to report to work prior to implementation of the repopulation plan, those individuals should be included. Employees who have medical concerns regarding their return to work should contact their campus Human Resources Department regarding eligible leaves and/or other accommodations which may be available to them. We encourage campuses to include this guidance in their repopulation plans since those are noticed to CSU's bargaining agents. By sharing this information with your employees, it will help them to better understand their own personal risk factors, and, if necessary, allow them to self-identify and request accommodation through the campus' normal ADA/Interactive Process.

Due to the latest information, this guidance supersedes all previous guidance on this matter, and continues to be subject to change.