***Families First Coronavirus Response Act***

* + - Effective April 1, 2020 through December 31, 2020.
    - Temporarily creates Emergency Paid Sick Leave AND temporarily expands the Family Medical Leave Act (FMLA) to include a new qualifying event.

# Emergency Paid Sick Leave

* Employees are entitled to Emergency Paid Sick leave up to 80 hours (in addition to any existing sick leave already accrued under the University’s current leave program). The Emergency Paid Sick Leave may be used for one of six qualifying reasons.
  1. Employee is subject to a federal, state, or local quarantine or isolation order related to COVID-19;
  2. Employee has been advised by a health care provider to self-quarantine due to concerns related to COVID-19;
  3. Employee is experiencing symptoms of COVID-19 and is seeking a medical diagnosis;
  4. Employee is caring for an individual who is subject to an order as described in (1), or who has been advised as described in (2);
  5. Employee is caring for his or her son or daughter whose school or place of care has been closed or whose childcare provider is unavailable due to COVID-19 related reasons; or
  6. Employee is experiencing any other substantially similar condition specified by the Secretary of Health and Human Services (HHS).
* The rate of pay for Emergency Paid Sick Leave is capped depending upon the qualifying reason for the leave. (See accompanying Chart 1)
* The Emergency Paid Sick Leave does not have a cash out value (i.e. employees may not convert unused Emergency Paid Sick Leave to cash), nor may it be carried beyond December 31, 2020.
* It is the employee’s sole option to choose to utilize eligible University paid leave before using the Emergency Paid Sick Leave.

# FMLA Expansion

* The FMLA was expanded to include a new qualifying event. An eligible employee, who is unable to work or telework due to the need to care for his or her child (under 18 years of age or 18 years of age or older who is incapable of self-care because of a mental or physical disability) if the child’s school or place of care is closed, or the childcare provider is unavailable, due to the public health emergency.
* Unlike existing FMLA which requires a longer length of service, to be eligible for the expanded FMLA, an employee must have been employed for just 30 calendar days.
* Under the FMLA expansion, eligible employees are entitled to 12 weeks of leave, but this does NOT expand the employee’s FMLA entitlement to greater than 12 weeks during any rolling 12-month period regardless of the number of qualifying events.
* The first 10 days of the FMLA expansion is **unpaid**, but the employee may use University leave or the Emergency Paid Sick Leave in order to be paid. It is the employee’s sole choice for the first 10 days to be paid using Emergency Paid Sick Leave or eligible University accrued leave. The remaining 10 weeks of FMLA expansion will be **paid** subject to the monetary cap. (Refer to Chart 1 for more information)

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| **Chart 1**  **Families First Coronavirus Response Act** | | | | | |
|  | ***Amount of Leave*** | ***Rate of Pay*** | ***Daily Cap*** | ***Aggregate Cap*** | ***Qualifying Reason(s)*** |
| ***Emergency Paid Sick Leave*** | 80  Hours  for FT |  |  |  | * *Self-Care – The Employee is:*   + Subject to a quarantine or isolation order.   + Advised by a healthcare provider to self-quarantine.   + Experiencing COVID-19 symptoms and seeking a   medical diagnosis. |
|  | 100% | $511 | $5,110 |
| Prorated for PT |  |  |  |
| 80 hours  for FT |  |  |  | * *Care for Another* – *The Employee is:*   + Caring for individual subject to an order or advised by provider.   + Caring for child if school or place of care closed/unavailable.   + Experiencing any other substantially similar condition specified by HHS Secretary. |
| Prorated for PT | 67% | $200 | $2,000 |
| ***FMLA Expansion*** | 12 weeks | First 10-days unpaid but may use other leaves.  Employee is paid 67% after first 10- days. | $200 | $10,000 | * Employee unable to work (or telework) due to a need to care for the son or daughter under 18 years of age if the school or place of care has been closed, or the childcare provider is unavailable, due to a public health emergency. |