

## **Families First Coronavirus Relief Act (FFCRA)**

- **Emergency Paid Leave**- provides fully paid leave for employees who cannot work or telework due to the following reasons:
  1. They are under a federal, state, or local quarantine or isolation order, or
  2. They have been advised by a health care provider to self-quarantine, or
  3. They are experiencing symptoms of COVID-19 and are seeking medical diagnosis

If employees fall under categories 1, 2, or 3 above, they can receive:

- Up to 80 total hours of fully paid, Emergency Paid Leave (full-time employees)
  - Part time employees receive fully paid, Emergency Paid Leave totaling the average hours worked over 2 weeks
  - Emergency Paid Leave is above and beyond USD 262 provided/earned leave
- **Reduced Emergency Paid Leave**- provides sick leave at two-thirds of the employee's regular daily rate of pay for employees who cannot work or telework due to the following reasons:
    1. They must take leave to care for an individual who is subject to a quarantine, has been advised by a health care provider to self-quarantine, or who has COVID-19 symptoms, or
    2. They must provide care for a son or daughter under age 18 whose school is closed or whose child care provider is unavailable due to COVID-19 precautions, or
    3. For any other substantially similar condition specified by the Secretary of Health and Human Services.

Employees may use Emergency Paid Leave first, before other accrued/earned leave (sick, vacation, personal) provided by the district. The choice about whether or not to use the Emergency Paid Leave first is entirely at the employee's discretion.

This leave is capped at \$511 per day and \$5110 total.

- **Emergency Family Medical Leave** (FMLA) is available to employees who have been employed for at least 30 days prior to their need to use the leave.

Under Emergency FMLA Leave, after the employee has used two weeks of leave that qualifies for FFCRA, the employee can receive 10 weeks of paid sick leave at two-thirds of their daily rate of pay (up to \$200/day; \$10,000 total).