



What is FFCRA Leave and How Does It Work?



The Families First Coronavirus Response Act (FFCRA) requires the County to provide employees with emergency paid sick leave under the Emergency Paid Sick Leave Act (EPSL) and paid leave for reasons related to COVID-19 under the Emergency Family and Medical Leave Expansion Act (EFMLA). These provisions apply from April 1, 2020 through December 31, 2020.



Eligibility

All employees, regardless of when they were hired, are eligible for EPSL leave. Paid family leave under EFMLA is available to all employees who have worked for the County for at least 30 days.

Unlike Federal guidelines, which only provide 2/3 pay (up to \$200 per day) for FFCRA leave related to childcare, the County will provide full pay in all cases noted below.

Exception: The FFCRA creates an exception that allows the County to exclude certain health care providers and emergency responders from receiving benefits under the EPSL and EFMLA. In consultation with the unions, the County will not extend EPSL or EFMLA leave to first responders at FRS and MCPD (IAFF and FOP bargaining units), as it pertains to childcare closures. Members of these bargaining units are still entitled to take Administrative Leave for the other reasons laid out below, as this leave is covered by the MOAs negotiated by the Unions.

How EPSL Works

Under EPSL, you are entitled to a total of 80 hours* paid sick leave if you are unable to work because you are quarantined,** you or a family member are experiencing COVID-19 symptoms and seeking a medical diagnosis, you must care for someone under quarantine,** or because you need to care for a child under age 18 whose school or childcare provider is unavailable due to COVID-19 reasons. (There is no age limit for a disabled child incapable of self-care.) Under the negotiated agreement with MCGEO, you are entitled to Administrative Leave for any of these events, except where you need to care for a child due to a school or childcare provider closure. The first 80 hours of Administrative Leave granted under the negotiated agreement will be recorded as EPSL leave.



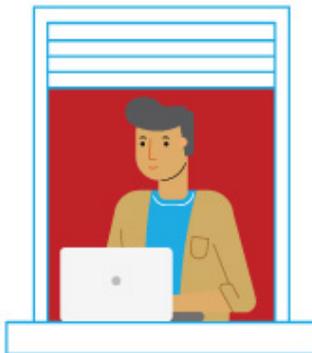
How EFMLA Works

In addition to EPSL, employees are entitled to up to 12 weeks* of leave under EFMLA if they are unable to work because they need to care for a child whose school or child care provider is unavailable for COVID-19 reasons.

The first two weeks of EFMLA are unpaid, but if you have not used EPSL, you can receive EPSL for those first two weeks. (Employees who have exhausted their EPSL may use their own paid leave concurrently with the first two weeks of EFMLA to receive pay for those weeks or apply to the Sick Leave Bank or Sick Leave Donor Program if they have no leave available.) For the remaining 10 weeks, you will be paid EFMLA. All 12 weeks count towards your normal Family and Medical Leave (FMLA) eligibility.

Here's another way to look at it:

Weeks 1 – 2	You receive unpaid EFMLA, or you can use any remaining EPSL or your own accrued leave
Weeks 3 – 12	You receive paid EFMLA



How to Request Leave

Details about how to request EPSL and EFMLA will be announced beginning with the July 5 – 18 Timekeeping Guidance Memo. Also, if you are eligible to have EPSL or EFMLA leave applied in lieu of annual leave, sick leave or comp time taken starting April 1, 2020, you may request to have your leave restored. You must notify your timecard approver in writing no later than July 31, 2020. The department must submit timecard corrections no later than August 14, 2020.

* Prorated for part-time employees.

**Based on a Federal, State, or local government order or on the advice of a health care provider.

For FFCRA Details

If you would like further details regarding the FFCRA, please [click here](#).