

**There are several leave options available for staff in the time of Covid-19; the EPSL (FFCRA), EFML (FFCRA), FMLA, ADA and statutory leave.**

**EPSL** - provides employees with paid sick leave if the employee is unable to work (or telework) for certain Covid-19-related reasons. The EPSL is a job-protected leave and employees are entitled to continue health insurance benefits during the leave. An employee qualifies for paid sick time under the FFCRA if the employee is unable to work or telework because the employee:

1. is subject to a Federal, State, or local quarantine or isolation order related to COVID-19;
2. has been advised by a health care provider to self-quarantine related to COVID-19;
3. is experiencing COVID-19 symptoms and is seeking a medical diagnosis;
4. is caring for an individual subject to an order described in (1) or self-quarantine as described in (2);
5. is caring for a child whose school or place of care is closed (or child care provider is unavailable) for reasons related to COVID-19; or
6. is experiencing any other substantially-similar condition specified by the US Department of Health and Human Services.

Leave is for 2 weeks with payment for the first 3 reasons at full pay (up to \$511 per day) or payment at the last 3 reasons at 2/3 pay (up to \$200 per day). Employee may request pay be supplemented with accrued contractual leave.

**EFML** -provides covered employees up to 12 work-weeks of job-protected leave, which may be used for only one reason: to care for the employee's "son or daughter" because the child's school is closed or child care provider is unavailable due to Covid-19-related reasons.

Both full- and part-time employees may be eligible for EFML, but an employee must work for an employer for at least 30 calendar days to be eligible for this leave.

Covered employees are entitled to continued health insurance benefits during EFML leave.

The first two weeks of EMFL leave are unpaid. Employees may elect to access paid EPSL leave (based on reason 5, discussed above)

The remaining 10 weeks of EFML leave are paid at 2/3 the employee's regular rate of pay, up to a total of \$200 per day. Employee may request pay be supplemented with accrued contractual leave.

**FMLA** - For employee's or close family member's (*i.e.*, spouse, child, or parent) "serious medical condition." Employee must have worked for the employer for at least 12 months and for at least 1250 hours in the prior 12 Months. Leave is for 12 weeks and is unpaid unless an employee requests to use contractual leave.

**ADA** - Provides a qualified individual with a disability who requires reasonable accommodations to perform the essential job functions, as long as such accommodations would not pose an undue hardship to the employer's business operations. Eligibility for leave as a reasonable accommodation may be determined through interactive process.

**Statutory Leave** - An employee may request a leave of absence as provided in their employee contract. Leave would be unpaid. Health insurance benefits may be continued, but would be paid in full by the employee.