



## COVID-19 LEAVES SUMMARY

The U.S. Department of Labor passed the Families First Coronavirus Response Act (FFCRA) that went in to effect April 1, 2020. This act requires certain employers, including EWU, to provide their employees with paid sick leave and expanded family and medical leave for specified reasons related to COVID-19. Below is a short summary of the leaves.

<b>FFCRA Emergency Paid Sick Leave (EPSL)</b>	<b>FFCRA Expanded Family and Medical Leave (EFML+)</b>
<p><b>Maximum potential entitlement:</b>            Full time: 80 hours            Part time salaried: receive leave equal to 80 x their %            Part time hourly: receive leave equal to the # of hours worked on average over two- week period</p>	<p><b>Maximum potential entitlement:</b>            Up to 12 workweeks for any eligible employee</p> <ul style="list-style-type: none"> <li>• First 10 days unpaid, but may substitute emergency federal sick leave or accrued paid leave</li> </ul> <p>Health care workers and emergency responders are not eligible for EFML</p>
<p><b>Effective Dates:</b> April 1, 2020 – December 31, 2020</p>	<p><b>Effective Dates:</b> April 1, 2020 – December 31, 2020</p>
<p><b>Eligibility:</b> No prior service requirements.</p> <p>Health care workers can be excluded</p>	<p><b>Eligibility:</b> On EWU payroll for the 30 calendar days immediately prior to the leave I</p>
<p><b>Rate of Pay:</b> 100% of normal pay if quarantined or symptoms (Max. of \$511.00/day)</p> <p>2/3 of normal pay if caring for minor child and/or individual (Max. of \$200/day)</p>	<p><b>Rate of Pay:</b> 2/3 of normal pay (Max. of \$200/day)</p>
<p><b>Used for the following qualifying reasons:</b></p> <ul style="list-style-type: none"> <li>• Health care provider/officer ordered employee quarantined</li> <li>• Employee has COVID-19 symptoms</li> <li>• Caring for individual subject to quarantine/isolation order or who was told by health care provider to self - quarantine</li> <li>• Caring for child whose school/place of care is closed or child care provider unavailable due to COVID-19</li> <li>• Other substantially similar condition specified by HHS Secretary</li> </ul>	<p><b>Used for the following qualifying reasons:</b></p> <ul style="list-style-type: none"> <li>• Employee unable to work or telework because of caring for child whose school/place of care is closed or child care provider unavailable due to COVID-19</li> <li>• Qualify as a child care provider for a minor child whose school or child care is closed</li> </ul> <p>Any prior use of Family and Medical Leave (FML) entitlement in 2020 reduces employee’s entitlement under EFML+. Any use of EFML+ also reduces FML entitlement in 2020 assuming employee is eligible for FML.</p>