

# FAMILIES FIRST CORONAVIRUS RESPONSE ACT - APRIL 1, 2020

## PAID FAMILY LEAVE

Eligibility Criteria under H.R. 6201 Families First Coronavirus Response Act

- H.R. 6201 temporarily expands FMLA to include job-protected leave for up to 12 weeks.
- The employee is **unable** to work or telework due to a need for leave to care for the son or daughter under 18 years of age if the school or place of care has been closed, or the child care provider of such son or daughter is unable, due to the public health emergency.
- Employees who have been employed by Delano Public Schools for at least 30 calendar days are eligible for this benefit (note this is less than all other FMLA employment requirements which require 1 year of employment).
- The first 10 days may consist of unpaid leave or the employee may elect to utilize available PTO, or emergency sick leave, if applicable. After the initial 10 days, employers must pay their employees  $\frac{2}{3}$  of their regular rate of pay. This  $\frac{2}{3}$  pay is capped at \$200/day.
- This FMLA provision due to Coronavirus expires at the end of the calendar year (December 31, 2020).
- FMLA continues to be limited to 12 weeks total for all qualifying events.

NOTE: The district is providing childcare for all employees with children ages 33 months through 12 years of age. Employees with children within this range would not be eligible for this leave.

## PAID SICK LEAVE

Eligibility Criteria under H.R. 6201 Families First Coronavirus Response Act

- H.R. 6201 requires employers to provide up to 80 hours of paid sick leave benefits if the employee:
  - has been ordered by the government to quarantine or isolate,
  - has been advised by a health care provider to self quarantine (health care letter required)
  - has symptoms of COVID-19 and is seeking a medical diagnosis or waiting for test results (health care letter required)
  - is caring for a relative who is in quarantine or isolation (documentation required), or
  - has a child they must care for because their child's school or child care service is closed because of the public health emergency (documentation required). District employees with children ages 33 months through 12 years are not eligible due to provided childcare.
- For part-time employees who qualify, this 80 hours is prorated to the number of hours an employee works, on average, over a 2-week period.
- For those who qualify, employees will not be required to use other paid leave prior to using this emergency paid sick leave.
- The dollar daily limits are capped at \$200/day for caring for others and at \$511/day for an employee's own care.
- This emergency sick leave provision due to Coronavirus expires at the end of the calendar year (December 31, 2020)

ADDITIONAL GUIDANCE CAN ALSO BE FOUND ON DEPARTMENT OF LABOR WEBSITE AND DISTRICT POSTED NOTICES