

Families First Coronavirus Response Act Leave (FFCRA)

Emergency Paid Sick Leave Act (EPSLA) and Emergency Family and Medical Leave Expansion Act (EFMLEA)

Frequently Asked Questions (FAQs)

- 1. If an employee is having to quarantine under the state's mandatory travel quarantine due to COVID-19, does the employee have to use sick leave?**

If the state's travel quarantine is still in place when the employee returns from travel, the employee may be eligible for EPSLA leave.

- 2. If an employee has been advised by a health care provider to self-quarantine due to COVID-19, can the employee take EPSLA leave?**

If the employee is required by a health care provider to self-quarantine due to COVID-19, the employee may be eligible for EPSLA leave.

- 3. If an employee has COVID-19 symptoms and is seeking medical diagnosis or tests positive for COVID-19, does the employee have to use their own sick leave?**

If the employee is required by a health care provider to stay home due to COVID-19 symptoms or tests positive for COVID-19, the employee may be eligible for EPSLA leave. If the sickness is not related to COVID-19, the employee will have to use their own sick leave or leave without pay in accordance with their collective bargaining agreement.

- 4. If an employee feels unsafe coming to work and wants to self-quarantine, does the employee qualify for EPSLA leave?**

If a health care provider certifies that the employee is unable to work due to COVID-19, the employee may be eligible for EPSLA leave. If the health care provider does not certify that the employee has to self-quarantine or their condition is not related to COVID-19, the employee will have to request leave of absence in accordance with the applicable leave provisions in their collective bargaining agreement.

- 5. If an employee has to care for a family member who has to quarantine due to travel or a health care provider requires self-quarantine due to COVID-19, can the employee take EPSLA leave?**

If the state's travel quarantine is still in place when the employee's family member returns from travel or a family member is required by a health care provider to self-quarantine due to COVID-19 and the employee has to care for the family member, the employee may be eligible for EPSLA leave.

- 6. If an employee's child's school is on a modified learning model with both in-person and online instruction, can the employee take FFCRA leave for child care for the days of the online learning?**

FFCRA leaves (EPSLA and EFMLEA) may be taken continuously or intermittently only in full-day increments if the employee's child has no alternative child care due to COVID-19 and if the employee is not able to report to work or telework. For example, if the online instruction is on Mondays and Wednesdays, employees may be eligible for the FFCRA leave on Mondays and Wednesdays only.

- 7. If an employee's child's school or day care provider is closed due to COVID-19, can the employee take FFCRA leave to care for their child?**

FFCRA leaves (EPSLA and EFMLEA) may be taken continuously or intermittently only in full-day increments if the employee's child has no alternative child care due to COVID-19 and if the employee is not able to report to work or telework.

- 8. If an employee is not eligible for FFCRA leaves since the leave is not due to any of the qualifying reasons for FFCRA, what other leave of absences may an employee take?**

If not eligible for the FFCRA leaves, all other leave of absences (family leave, sick/personal, vacation, LWOP, etc.) that are available in the collective bargaining agreements may be requested/approved in accordance with the leave provisions. These leave of absence provisions have not changed and are still available for employees to request and use.