

Family First COVID-19 Act (FFCRA) Emergency Paid Sick Leave (EPSLA) Family Medical Leave Act (FMLA) Expanded Family Medical Leave Act (EFMLA) Oregon Family Leave Act (OFLA)

Reason for leave	LEAVE	PAY	FORMS	FRONTLINE/AESOP LEAVE CODE
<b>Qualifying reasons for leave related to COVID-19, including unable to telework, because the employee:</b>				
<b>1. Employee is subject to Federal, State, or Local quarantine or isolation order related to COVID-19</b>	•May be eligible for 10 days leave under EPSLA.	•10 days paid at regular rate under EPSLA up to \$511 per day and \$5,110 in the aggregate (2 week period).	FFCRA request form	Days 1-10 leave code EPSL
<b>2. Employee has been advised by health care provider to self-quarantine due to COVID-19 concerns</b>	•May be eligible for 10 days leave under EPSLA.	•10 days paid at regular rate under EPSLA up to \$511 per day and \$5,110 in the aggregate (2 week period).	FFCRA request form	•Days 1-10 leave code EPSL
<b>3. Employee is experiencing symptoms of COVID-19 and seeking medical diagnosis.</b>	•May be eligible for 10 days leave under EPSLA. •FMLA/OFLA - if "serious health condition".	•10 days paid at regular rate under EPSLA up to \$511 per day and \$5,110 in the aggregate (2 week period). •Regular rate under FMLA/OFLA if accrued leave available or it is unpaid .	FFCRA request form	•Days 1-10 leave code EPSL •Beyond 10 days accrued leave under FMLA/OFLA or unpaid leave.
<b>4. Employee is caring for an individual who is subject to an order as described in #1 or #2. above.</b>	•May be eligible for 10 days leave under EPSLA. •FMLA/OFLA - if "serious health condition".	•10 days paid 2/3 of regular rate under EPSLA up to \$200 per day/\$2,000 in the aggregate (2 week period) or paid at regular rate if using accrued leave. •Regular rate under FMLA/OFLA if accrued leave available or it is unpaid .	FFCRA request form	•Days 1-10 - leave code EPSL4 •Beyond 10 days accrued leave under FMLA/OFLA or unpaid leave.
<b>5. Employee is caring for a son or daughter or such employee if the school or place of care of the son or daughter has been closed due to COVID-19 precautions.</b>	•May be eligible for 10 days leave under EPSLA. •Employees employed for at least 30 days may be eligible for and additional 10 weeks under EFLMA. •May be eligible for OFLA	•10 days unpaid under EFMLA, but can use EPSLA and receive 2/3 of regular rate for 10 days up to \$200 per day/\$2,000 in the aggregate (2 week period) or paid regular rate using accrued leave. •Remaining 10 weeks are 2/3 of regular rate under EFMLA with a cap of \$200 a day and \$12,000 in aggregate (over 2 week period). • OFLA unpaid or paid at regular rate while using accrued leave.	FFCRA request form	•Days 1-10 - leave code EPSL5 •Beyond 10 days use accrued leave codes or OFLA if unpaid. •Beyond 10 days use code EFMLA under the Expanded Family Leave Act.
<b>6. Employees is experiencing any other substantially-similar condition specified by the U.S. Department of Health and Human Services.</b>	•May be eligible for 10 days leave under EPSLA. •May be eligible for OFLA/FMLA	•10 days at 2/3 of regular rate under EPSLA up to \$200 per day/\$2,000 in the aggregate (2 week period) or paid at regular rate if using accrued paid leave during EPSLA. •Regular rate under FMLA/OFLA if accrued leave available or it is unpaid .	FFCRA request form	Days 1-10 - leave code EPSL6 •Beyond 10 days accrued leave under FMLA/OFLA or unpaid leave.

Families First Coronavirus Response Act (**FFCRA**): For paragraphs 1-6 above. First two weeks can use EPSLA under FFCRA: Eligible to all employees with paragraphs 1-5 above. How much emergency paid sick leave is required: 80 hours maximum, but available immediately, so no accrual requirement. Paid at the regular rate of pay for reasons 1-3 above, with a max of \$511 a day and \$5,110 in total. Reasons 4 thru 6 is paid at 2/3 the regular rate of pay with a max of \$200 a day and \$2000 in aggregate (2-weeks). Employees may substitute accrued sick, personal or vacation leave for the first two weeks of partial paid leaves. This act is effective on 4/2/20 thru 12/31/20.

Expanded FMLA leave Act (**EFMLA**) - Employees who can not telework due to the need to care for the employees minor son or daughter if the minor child's school place of childcare has been closed or the childcare provider is unavailable due to a "public health emergency" with respect to COVID-19 declared by a federal, state or local authority. (Basically its FMLA for caregiver leave) - First 10 days (2 weeks) are unpaid, but an employee can substitute accrued paid leave, including the new emergency paid sick leave. The remaining (a maximum of 10 weeks, as the total available is still 12) is paid at 2/3 of the employee's regular rate, for the number of hours the employee would be otherwise scheduled to work. The pay is capped t \$200 a day and \$10,000 total. Employee must be employed for at least 30 days. An employee may elect to substitute any accrued leave for the first wo weeks of partial paid leave.

Oregon Family Leave Act (**OFLA**) - You can take up to a total of 12 weeks\* of time off per year for any of these reasons.

- Parental leave (either parent can take time off for the birth, adoption, or foster placement of a child). \*If you use all 12 weeks on this, you can take up to 12 more weeks for sick child leave.
- Serious health condition (your own, or to care for a spouse, parent, parent-in-law, or child)
- Pregnancy disability leave (before or after birth of child or for prenatal care). \*You can take up to 12 weeks of this in addition to 12 weeks for any reason listed here.
- Sick child leave (for your child with an illness or injury that requires home care but is not serious)
- You can also take OFLA protected time if your child's school is closed due to a public health emergency, such as the 2020 COVID-19 pandemic school closures.
- Military family leave (up to 14 days if your spouse is a service member who has been called to active duty or is on leave from active duty)
- Bereavement leave (up to 2 weeks of leave after the death of a family member)

To be eligible, you must have worked an average of 25 hours per week for 180 days - just 180 days for parental leave. Your employer must have at least 25 employees.

Family Medical Leave Act (**FMLA**) - Employees are eligible to take FMLA leave if they work for a covered employer and:

- have worked for their employer for at least 12 months;
- have at least 1,250 hours of service over the previous 12 months

A covered employer must grant an eligible employee up to a total of 12 workweeks of unpaid, job-protected leave in a 12 month period for one or more of the following reasons:

- for the birth of a son or daughter, and to bond with the newborn child;
- for the placement with the employee of a child for adoption or foster care, and to bond with that child;
- to care for an immediate family member (spouse, child, or parent – but not a parent "in-law") with a serious health condition;
- to take medical leave when the employee is unable to work because of a serious health condition; or
- for qualifying exigencies arising out of the fact that the employee's spouse, son, daughter, or parent is on covered active duty or call to covered active duty status as a member of the National Guard, Reserves, or Regular Armed Forces.