

## **Families First Coronavirus Response Act (FFCRA) Leave Provisions (effective May 1, 2020)**

### **Emergency Paid Sick Leave**

- The Families First Coronavirus Response Act (FFCRA) provides up to two weeks of Emergency Paid Sick Leave (80 hours, pro-rated for part-time employees) to all active employees (both permanent and temporary). The chancellor has the discretion to exclude health care providers and emergency responders from eligibility. This leave is counted separately from a permanent employee's normally accrued sick leave.
  
- Emergency Paid Sick Leave is paid at 100% of the employee's pay, up to \$511 daily and \$5,110 total if the employee is unable to work, including unable to telework, because the employee:
  - a. is subject to a Federal, State, or local quarantine or isolation order related to COVID-19;
  - b. has been advised by a health care provider to self-quarantine for COVID-19-related reasons; or
  - c. is experiencing COVID-19 symptoms and is seeking a medical diagnosis.
  
- Emergency Paid Sick Leave is paid at two-thirds of the employee's pay, up to \$200 daily and \$2,000 total if the employee is unable to work, including unable to telework because the employee:
  - a. is caring for an individual with whom the employee has a personal relationship (such as an immediate family member, roommate, or other similar person) and who is subject to an order described in a. above or a recommendation described in b. above;
  - b. needs to care for his or her child whose school or place of care is closed (or childcare provider is unavailable) due to COVID-19 related reasons; or
  - c. is experiencing any other substantially similar condition specified by the U.S. Department of Health and Human Services (none has been declared at this time).

***Employees may use COVID-19 paid administrative leave to supplement any partial payment for all days on which Emergency Paid Sick Leave is used.***

### **Expanded Family & Medical Leave (FML)**

- FFCRA also provides an Expanded Family & Medical Leave (FML) benefit for employees who need to care for their child whose school or place of care is

closed (or childcare provider is unavailable) due to COVID-19 related reasons. This program provides up to 12 weeks of Family & Medical Leave to any employee (permanent or temporary) who has been employed by the institution for at least 30 calendar days.

- a. The first two weeks of the Expanded FML is unpaid. For the remaining weeks of Expanded FML (up to ten weeks), FFCRA provides two-thirds of the employee's pay up to \$200 daily or \$10,000 total.
- b. Employees may use Emergency Paid Sick Leave, if available, to cover the first two weeks of Expanded FML. If Emergency Paid Sick Leave has been exhausted, then employees may use available COVID-19 paid administrative leave for the first two weeks and to supplement any partial payment for all days on which Expanded FML is used.
- c. The Expanded FML does not expand FMLA coverage for other issues to employees who are not otherwise eligible for the usual 12 weeks of Family & Medical Leave in a 12-month period, and any Family & Medical Leave used for another purpose within the past 12 months will reduce the weeks of Expanded FML available to an employee.

#### **Temporary Employees FFCRA Leave**

- Temporary employees may be eligible for FFCRA leave benefits. Consistent with prior issued guidance, UNCSCA has the discretion to place any temporary employees (including student employees) in inactive/unpaid status or to end their temporary employment. Temporary employees placed in an inactive/unpaid status may not be eligible for benefits under FFCRA.

For more information, refer to the [UNC Policy Manual 300.2 \(R\)](#) and the [poster about the FFCRA](#) on our website.