

## Family First Coronavirus Response Act (FFCRA) Employee Paid Leave Rights due to Covid 19

**Please Note:** FFCRA is an extension of the FMLA, and the max leave granted for both FMLA/FFCRA is twelve weeks. They run concurrently. If you have used FMLA time in the past 12 months, you may not receive a full 12 weeks of leave under the FFCRA. The following is effective till Dec. 31, 2020. You may qualify for other types of leave under your Collective Bargaining Agreement that are not included here.

Who qualifies?	Reason for Leave?	How much District Paid Leave is Available?	How much pay?	Notes
All full-time employees	<ul style="list-style-type: none"> <li>Quarantined per MD's orders</li> </ul>	2 weeks of sick leave paid by the employer	Paid at regular rate of pay up to 80 hours	After 2 weeks, employee must use sick leave, earned personal/vacation, or unpaid time if no accrued leave is available.
All full-time employees	<ul style="list-style-type: none"> <li>Need to care for family member quarantined</li> </ul>	2 weeks of sick leave paid by the employer	Paid at 2/3 of regular rate of pay up to 80 hours. Employee can use other accrued leave for 1/3 of a day to receive full pay.	After 2 weeks, employee must use sick leave, earned personal/vacation, or unpaid time if no accrued leave is available.
All full-time employees	Need to care for child under 18 (or over 18 if disabled) whose school or childcare provider has closed due to Covid	Up to 12 weeks of family & medical leave paid by employer	Paid at 2/3 of regular rate of pay up to 80 hours. Employee can use other accrued leave for 1/3 of a day to receive full pay.	After 12 weeks, employee must use sick leave, earned personal/vacation, or unpaid time if no accrued leave is available.
All part-time employees	Same categories as above	Same categories as above	Hours prorated by FTE	Same as above