

FAIRFIELD COMMUNITY SCHOOLS

Employee Rights Under Families First Coronavirus Response Act (FFCRA) Effective April 1 to December 31, 2020

Summary of Paid Leave for COVID-19 Related Reasons		
	Emergency Paid Sick Leave Act	Emergency Family and Medical Expansion Leave
Eligible Employee	All Full-time and Part-time Employees	An employee who has been employed for 30 calendar days
Reasons for Leave (Employee is unable to work or telework)	<p>(1) The employee is subject to a quarantine or isolation order related to COVID-19.</p> <p>(2) The employee has been self-quarantined by a health care provider related to COVID-19.</p> <p>(3) The employee is experiencing symptoms of COVID-19 and seeking a medical diagnosis.</p> <p>(4) The employee is caring for an individual who is subject to an order described in (1) or has been advised as in (2).</p> <p>(5) The employee is caring for a child if the school or place of care of the child is closed, or the child care provider of such child is unavailable, due to COVID-19 precautions.</p> <p>(6) The employee is experiencing any other similar condition specified by the Secretary of Health and Human Services in consultation with the Secretary of the Treasury and the Secretary of Labor.</p>	To care for child under 18 years of age if the child's school, place of care is closed, or the child's child care provider is unavailable, due to a public health emergency.
Duration of Leave	80 Hours/Two weeks (FT) Regularly Scheduled Hours (PT)	12 Weeks
Compensation	Reasons 1, 2, and 3: Regular rate of pay not to exceed \$511/day or \$5110 for the leave period Reasons 4, 5, and 6: 2/3 Regular rate of pay not to exceed \$200/day or \$2000 for the leave period	First 10 days of leave is unpaid (Employee can use accumulated paid days) Next 10 weeks – 2/3 of regular rate of pay not to exceed \$200/day and \$10,000 for the leave period