



FLORIDA A&M UNIVERSITY
**HUMAN
RESOURCES**
DIVISION OF FINANCE AND ADMINISTRATION

Office of Human Resources (HR) Advisory #2020-01 First Families Coronavirus Response Act (FFCRA) COVID-19

- On March 18, 2020, Congress passed into law HR 6201, which expands on a temporary basis, coverage for employees under the Family and Medical Leave Act and creates provision for Paid Sick Leave benefits under certain situations.
- These provisions are to take effect no later than April 1, 2020 and are scheduled to expire on December 31, 2020.

New Law Requirements:

- Provide notice to the campus community regarding the temporary expanded provisions in the Act.
 - *Human Resources has facilitated the required posting and sharing of information to the campus community.*

What's new?

- FAMU is covered by this Expansion Act.
- Temporary **Emergency Family and Medical Leave Act** provision.
 - Employee must be employed for at least 30 calendar days
 - Employee is unable to work or telecommute due to a need to care for the employee's child (eighteen years or younger) if the child's school or place of care has been closed, or the childcare provider is unavailable.
- Temporary **Emergency Paid Sick Leave** provision.
 - Provides Emergency Paid Sick Leave to all eligible employees

What remains the same?

- Regular FMLA still applies under the same terms and based on the same eligibility as before the amendment.

Comparison of Regular FMLA, Emergency Family and Medical Leave and Emergency Paid Sick Leave

	Applicability:	Qualifications:	Eligible employees entitled to:
<p>Regular FMLA</p> <p>The FMLA entitles eligible employees of FAMU to take unpaid, job-protected leave for specified family and medical reasons with continuation of group health insurance coverage under the same terms and conditions as if the employee had not taken leave.</p>	<p>Applies to eligible full-time and part-time employees.</p>	<p>Has worked for FAMU for at least 12 months; has at least 1,250 hours of service for FAMU at the time of application during the 12 month period immediately preceding the leave.</p>	<p>Department of Labor FMLA Fact Sheet</p> <p>Click on link</p>
<p>Emergency Family and Leave (Expansion Act)</p> <p>The Families First Coronavirus Response Act (FFCRA) requires FAMU to provide employees with paid expanded family and medical leave for specified reasons related to COVID-19.</p>	<p>Applies to eligible full-time and part-time employees.</p>	<p>Employee must have been employed for 30 calendar days AND are</p> <ul style="list-style-type: none"> *caring for employee's child that is 18 y/o or younger if school, child care center is closed, or child care provider is unavailable due to public health emergency *This is the only qualifying reason for leave under the expanded provisions of the FMLA. * Employees telecommuting are not eligible for this leave benefit. 	<p>Department of Labor Emergency Family and Medical Leave Act Fact Sheet</p> <p>Click on link</p>

	Applicability:	Qualifications:	Eligible employees entitled to:
<p>Emergency Paid Sick Leave</p> <p>The Families First Coronavirus Response Act (FFCRA) requires FAMU to provide their employees with paid sick leave for specified reasons related to COVID-19.</p>	<p>Applies to eligible full-time and part-time employees.</p>	<p>Entitled to 2 week/ 80 hours of paid sick leave for the following if the employee is:</p> <ol style="list-style-type: none"> 1. subject to federal, state or local quarantine or isolation order related to COVID-19 2. adhering to advise of health care provider to self-quarantine 3. experiencing COVID-19 symptoms & seeking a medical diagnosis 4. caring for an individual adhering to 1 or 2 of this section II 5. caring for employee's child (NOTE: there is no age requirement here) if the child's school, or place of care is closed or child care provider is unavailable due to public health emergency. 6. Experiencing any other substantially similar conditions specified by Health and Human Services. 	<p>Department of Labor Emergency Paid Sick Leave Fact Sheet</p> <p>Click on link</p>