

Dear IUSD Staff,

We wanted to update you on the latest developments that affect IUSD staff.

The Families First Coronavirus Response Act – Emergency Paid Sick Leave Act (EPSLA):

We recently received guidelines about a new type of one-time leave that is available for all staff for absence from work for reasons directly related to COVID-19. This leave is in addition to any other leave provided to employees by the state of California, IUSD, or contract language with ITA or CSEA.

The new emergency leave was authorized in the United States Congress by HR6201, and is administered by the US Department of Labor. This federal agency established guidelines that include the amount of leave available to employees, pay rates when the leave is used, and reasons for requesting the leave.

The key points in summary are:

- Employees have up to 80 additional hours of Emergency Paid Sick Leave (EPSL) in total for COVID-19 related reasons.
- The leave is prorated for part time employees (i.e. 40 hours for a 50% employee).
- This additional leave is available from April 1 until December 31, 2020.
- It is not retroactive and can't be used for leaves before April 1.
- It may only be used for COVID-related absence from work when you are unable to work from home or work in person.
- The sick leave is paid out at different dollar amounts depending on the reason for the leave.
- In some cases, the pay for this leave will be lower than an employee's regular pay per day and/or per hour.
- There are six (6) covered absences under this new law.

Covered Person	COVID-related Reason for Absence from Telework or Work in Person	Pay Rate
Employee (Self)	(1) To obey a quarantine or isolation order; (2) To abide by a health care provider's recommendation to self-quarantine; (3) To seek a medical diagnosis because the employee is experiencing symptoms of COVID-19;	Pay regular daily rate not to exceed \$511 per day, not to exceed \$5110 in total for 10 days.

Employee's Family	<p>(4) To care for an individual who is subject to a quarantine or isolation order, or has been recommended by a health care provider to self-quarantine;</p> <p>(5) To care for the employee's minor child whose school or place of care is closed, or whose child care provider is unavailable, due to COVID-19; or</p> <p>(6) <i>The employee is experiencing any other substantially similar condition specified by the Secretary of Health and Human Services in consultation with the Secretary of the Treasury and the Secretary of Labor (grouped with family leave by DOL).</i></p>	Pay up to $\frac{2}{3}$ of regular daily rate not to exceed \$200 per day, not to exceed \$2000 in total for 10 days.
Extended FMLA (paid)	The new Emergency FMLA provides an additional reason for employees to take up to 12 work weeks of FMLA leave: to care for their own minor child whose school or place of care is closed, or whose child care provider is unavailable, due to COVID-19.	First 2 weeks are unpaid; pay up to $\frac{2}{3}$ of regular daily rate not to exceed \$200 per day, for 10 weeks

Examples

Unlike regular paid sick leave from IUSD, employees taking EPSL will receive full pay up to \$511 per day or \$5,110 in total, if they are taking leave for 1- 3 above. For example, if your daily rate is \$350, you would earn \$350 for a day of absence under EPSL; if your daily rate is \$550, you would earn \$511.

Employees taking EPSL for reasons 4 - 6 above will receive two-thirds ($\frac{2}{3}$) of their regular pay, not to exceed \$200 per day or \$2,000 in the total. For example, if your daily rate is \$90, you would earn \$60 for a sick day of EPSL. If your daily rate is \$350, you would earn \$200 under EPSL as that is the maximum daily rate for this leave.

Employees have a maximum of 10 days in total (80 hours) for 1- 6 above, prorated for part-time employees.

Staff may use their regular sick leave for COVID-related absences instead of the new COVID-19 related EPSL leave.

The document at this link summarizes EPSLA and the Department of Labor has ordered that it be provided to all employees.

https://intranet.iusd.org/hr/documents/FFCRA_Poster_WH1422_Non-Federal.pdf

If you think you need this emergency paid leave and may be eligible for it, or have questions, please contact HR@iusd.org.

Sincerely,

Eamonn O'Donovan
Assistant Superintendent, Human Resources
Irvine Unified School District