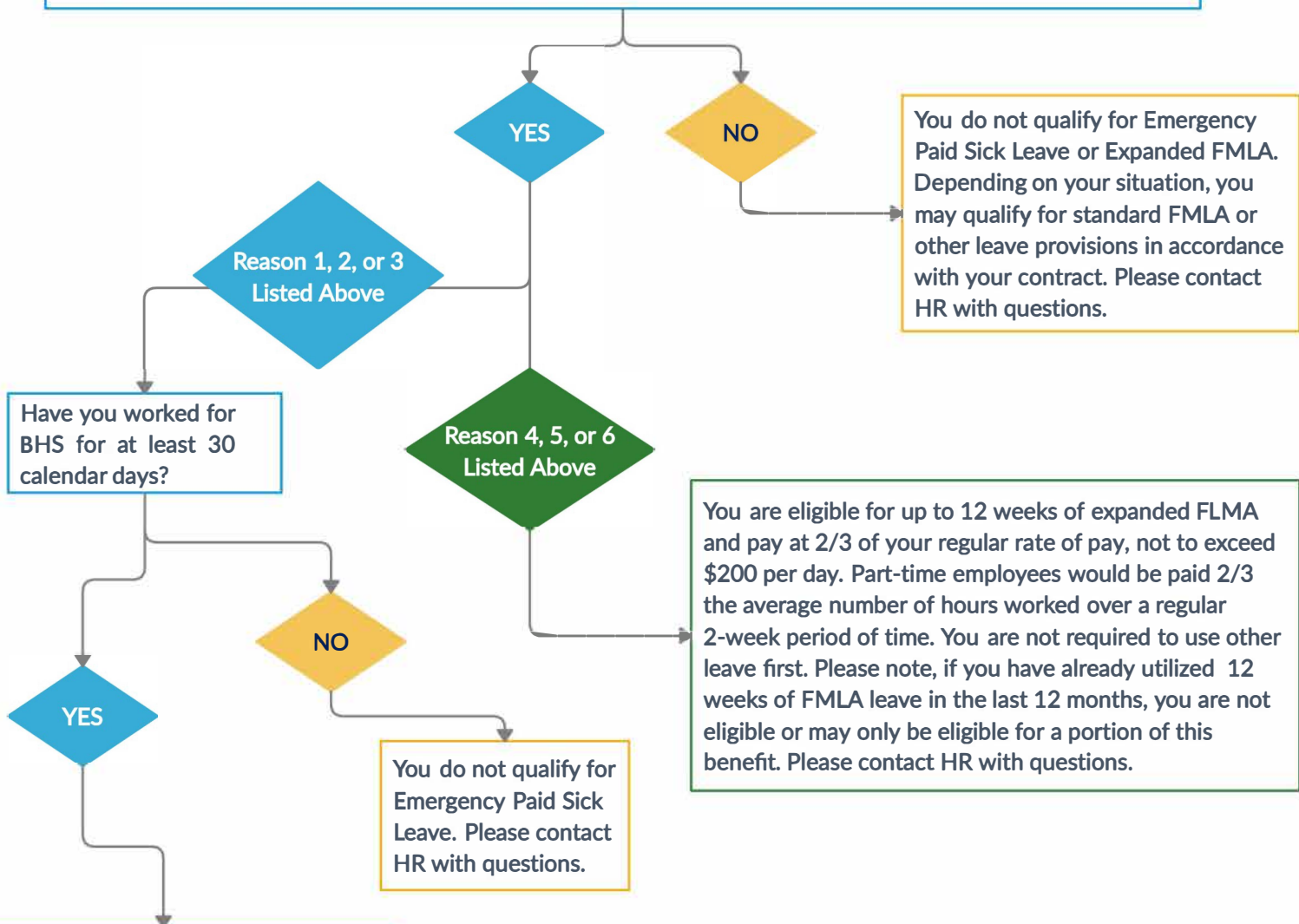


Leave Flowchart COVID-19 through 12-31-2020

Are you unable to work due to one of the following reasons?

- (1) Subject to a federal, state, or local quarantine or isolation order related to COVID-19.
- (2) Advised by a health care provider to self-quarantine due to concerns related to COVID-19.
- (3) Experiencing symptoms of COVID-19 and seeking a medical diagnosis.
- (4) Caring for an individual subject to a quarantine order or has been advised to self-quarantine.
- (5) Caring for a son or daughter, and the school has been closed, or child care is unavailable, due to COVID-19.
- (6) Experiencing symptoms similar to COVID-19 specified by the Secretary of HHS.



You are eligible for up to 80 hours of pay at your regular rate of pay, not to exceed \$511 per day (\$5,110 total). For part-time employees, pay the employee the average number of hours the employee works over a regular 2-week period of time. You are not required to use other leave first.

Questions? Please contact:

Human Resources Dept.
248 341-5431

SUMMARY OF LEAVES AVAILABLE THROUGH 12/31/20

FFCRA

- Families First Coronavirus Response Act
- Contains the Emergency Paid Sick Leave Act (EPSLA) and the Emergency Family and
- Medical Leave Expansion Act (EFMLEA or EFMLA)

EPSLA

- Paid leave up to 80 hours
- Six qualifying reasons

EFMLA

- Paid leave up to 12 weeks
- One qualifying reason, overlapping with one qualifying reason under EPSLA
- Can overlap with EPSLA for first 10 days of EFMLA leave
- Uses the same “bank” as FMLA

EMERGENCY PAID SICK LEAVE ACT (EPSLA)

- Effective through calendar year 2020
- Up to 80 hours of paid sick leave to each full-time employee if employee is unable to work/telework for a “qualifying reason”

(1) The employee is subject to a Federal, State, or local quarantine or isolation order related to COVID-19

(2) The employee has been advised by a health care provider to self-quarantine due to concerns related to COVID-19

(3) The employee is experiencing symptoms of COVID-19 and is seeking a medical diagnosis

(4) The employee is caring for an individual who is subject to an order described in (1) or has been advised as described in (2)

(5) The employee is caring for a son/daughter and the school or place of care has been closed, or child care provider is unavailable, due to COVID-19

Only reason that overlaps with Emergency FMLA

(6) 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

- Available immediately – length of employment irrelevant
- May be used before any other type of leave
- Employer may NOT require employee to use other leave before or concurrently with EPSLA leave

EFMLA

- Effective through calendar year 2020
- Up to 12 weeks of emergency FMLA leave to eligible employees because of a qualifying need related to a public health emergency
- First 2 weeks (usually 10 days) unpaid, remaining period paid
- Eligible employee: Employed for at least 30 calendar days
- Public health emergency: COVID-19 emergency declared by Federal, State, or local authority
- Qualifying need: Employee is unable to work/telework due to need to care for minor son or daughter if school or place of care has been closed, or if childcare provider is unavailable