

What City of Long Beach Employees Need to Know About the Federal Government's New Families First Coronavirus Response Act

The Families First Coronavirus Response Act (FFCRA) was signed into law effective April 1, 2020, through December 31, 2020. The Act provides new emergency paid sick leave and childcare leave for employees affected by COVID-19. Please note: the COLB COVID-19 Paid Leave Program for Work Exposures will be transitioned into the FFCRA Emergency Sick Leave Provision for incidents occurring on or after April 1, 2020.

The City has worked with each department to determine which employees can telework during the pandemic. However, there are some employees who may not be able to telework. If that is the case, leaves of absence options should be discussed with the supervisor or Administrative Officer.

The new FFCRA Paid Leave form and instructions for completion are attached, and please note some of the highlights of the new federal leave programs below:

Emergency Paid Sick Leave (EPSL)

All employees, including Emergency and Healthcare Responders who are actively working, are entitled to up to 80 hours of paid leave if unable to work or telework because the employee is:

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| <ol style="list-style-type: none"> 1. is subject to a Federal, State, or local quarantine or isolation order related to COVID-19; 2. has been advised by a health care provider to self-quarantine related to COVID-19; 3. is experiencing COVID-19 symptoms and is seeking a medical diagnosis; 4. is caring for an individual subject to an order described in (1) or self-quarantine as described in (2); | <ol style="list-style-type: none"> 5. is caring for his or her child whose school or reasons; or place of care is closed (or childcare provider is unavailable) due to COVID-19 related reasons; or 6. is experiencing any other substantially-similar condition specified by the U.S. Department of Health and Human Services. |
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Permanent full-time and temporary full-time employees who are actively working for the City qualify for up to 80 hours of EPSL. Permanent Part-time and Seasonal/Temporary Part-Time employees who are actively working for the City qualify for a prorated number of EPSL up to the number of hours that they work on average over a two-week period. The City is granting EPSL at the regular rate of pay in lieu of the daily salary limits of \$511 (items 1-3) and \$200 (items 4-6) mandated by the FFCRA.

All eligible employees may take EPSL and use it prior to using other available leave time. There is no length of employment required for an active City employee to qualify for EPSL leave.

Expanded FMLA Public Health Emergency Leave

The expanded FMLA provision allows all eligible employees who have been employed for at least 30 days to take up to 12 weeks of emergency leave if they are unable to work or telework because they need to care for their child under 18 years of age if:

- their child's school or place of care has been closed due to COVID-19; or
- their childcare provider is unavailable due to COVID-19.

This emergency leave provision is a paid leave benefit after the initial two weeks (10 days) of leave (employees can use their own leave accruals or the FFCRA Emergency Paid Sick Leave for this portion of the leave). During the next ten weeks of EFMLA, employees are entitled to 2/3 of their regular rate of pay, up to \$200 per day (maximum of \$10,000 in total). Emergency and Healthcare Responders, as defined in the FFCRA, are exempted from EFMLA.

To keep abreast with the evolving information regarding COVID-19, including the FFCRA and the CARES Acts, please visit the following website: www.longbeach.gov/hr/covid-19.