

Families First Coronavirus Response Act – Overview and Temporary City Policies

FFCRA Presentation

April 13, 2020

City Human Resources and
City Attorney's Office



What is the Families First Coronavirus Response Act (FFCRA)

- FFCRA
 - Passed March 18, 2020
 - Effective April 1, 2020
 - 2 Part Law
 - Emergency Paid Sick Leave
 - Emergency Paid Family Leave



Emergency Paid Sick Leave

- 80 Hours for full-time employees
 - (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 seeking a medical diagnosis.
 - (4) The employee is caring for an individual who is subject to an order as described in paragraph (1) above or has been advised as described in paragraph (2) above.
 - (5) The employee is caring for a child of such employee if the school or place of care of the child has been closed, or the child care provider of such child is unavailable, due to COVID-19 precautions.
 - (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.

Emergency Paid Family Leave

- Expansion of FMLA
- May only be used if an employee is unable to work or telework due to a bona fide need for leave to care for a child/children whose school or child care provider is closed or unavailable for reasons related to COVID-19.
- First two weeks unpaid
- Next 10 weeks partially paid at 2/3 pay up to \$200 per day or \$10,000 total

Exclusions from FFCRA

- Allows for exclusion Emergency Responders and Health Care Providers (defined broadly)
- City is only excluding Sworn Personnel and CSPD and CSFD Civilian Personnel that support essential services
- Benchmarking is consistent with this decision

Temporary Policies

- Temporary Civilian and Sworn Policies
- Leave benefit for excluded employees
- Policies expire December 31, 2020 unless the FFCRA is extended by law