

**FREQUENTLY ASKED QUESTIONS & ANSWERS
FAMILIES FIRST CORONAVIRUS RESPONSE ACT (FFCRA)**

QUESTIONS	TRADITIONAL FAMILY & MEDICAL LEAVE (FMLA)	FFCRA	
		EMERGENCY PAID SICK LEAVE ACT (EPSLA)	EMERGENCY FAMILY MEDICAL LEAVE EXPANSION ACT (EFMLEA)
Where do I find information on leaves?	Information and required forms for all leaves of absence, including EPSLA and EFMLEA leaves are located on the Benefits website - https://www.browardschools.com/Page/32211	See FMLA column	See FMLA column
I used two weeks of EPSL and returned to work. I have a new exposure to COVID-19. Am I eligible for?	No Unless you have a serious health condition and meet other requirements, as defined by the Family and Medical Leave Act (FMLA), you do not qualify for FMLA leave.	No You are eligible for a total of only two weeks (up to 80 hours) during the period of April 1 – December 31, 2020. <u>EPSL is not replenished.</u> You will need to use your own accrued paid time after you have exhausted your allotment of EPSL.	No
I have a cough and fever and I'm quarantining, do I qualify for leave?	No Unless you have a serious health condition and meet other requirements, as defined by the Family and Medical Leave Act (FMLA), you do not qualify for FMLA leave.	Maybe You must be advised by a health care provider to quarantine due to COVID-19 concerns or you are seeking a medical diagnosis due to COVID-19 symptoms (as identified by the Centers for Disease Control and Prevention (CDC).	No
I've been diagnosed with COVID-19 and my doctor told me to isolate for 14 days, do I qualify for leave?	No Unless you have a serious health condition and meet other requirements, as defined by the Family and Medical Leave Act (FMLA), you do not qualify for FMLA leave.	Yes You qualify because you have been diagnosed with COVID-19 and are isolated under a doctor's recommendation.	No
I am experiencing COVID-19 symptoms and I am waiting on a medical diagnosis. Am I eligible for leave? If I am eligible, when may I begin leave?	No Unless you have a serious health condition and meet other requirements, as defined by the Family and Medical Leave Act (FMLA), you do not qualify for FMLA leave.	Yes You are covered under EPSL because you are experiencing symptoms associated with COVID-19 (as identified by the CDC), and you are quarantined while waiting on a diagnosis. EPSL will begin on the work day you stopped working due to a COVID-19 reason.	No

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Will I be paid while on leave?	No Under traditional FMLA, leave is generally unpaid unless Board policy requires that you use accrued paid time concurrently with FMLA leave.	Yes If you are (1) following a federal, state, or local quarantine or stay-at-home order or (2) are quarantined by a health care provider or (3) you have COVID-19 symptoms identified by the CDC and are seeking a diagnosis, you will receive up to 2 weeks EPSL at your regular rate of pay up to a maximum of \$511 daily and no more than \$5,110 in total pay. If you are caring for someone subject to 1 or 2 above or is experiencing any other substantially similar condition specified by HHS, you will receive up to two weeks EPSL at 2/3 your regular rate of pay up to a maximum of \$200 daily and no more than \$2,000 in total pay. If you must care for your child whose school, child care provider, or place of care is unavailable due to COVID-19 and you have been employed at least 30 calendar days, you will receive up to 2 weeks EPSL at 2/3 your regular rate of pay up to a maximum of \$200 daily and no more than \$2,000 in total pay.	Yes If you must care for your child whose school, child care provider, or place of care is unavailable due to COVID-19 and you have been employed at least 30 calendar days and <u>no other suitable person is available to care for your child/children</u> , you will receive up to ten (10) additional weeks of leave under the EFMLEA. You will receive pay at 2/3 your regular rate of pay up to a maximum of \$200 daily and no more than \$10,000 in total pay under the EFMLEA.
My parent – in - law has been hospitalized with COVID-19, do I qualify for leave?	No Traditional FMLA leave does not extend to in-laws	No	No
I am able to work/telework but need to take time off intermittently. Am I eligible for leave?	Yes Traditional FMLA leave may be used intermittently when medically necessary.	No	No

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My employer has ordered me to stay home for the next 30 days, do I qualify for leave?	No Unless you or a family member has a “serious health condition”, you do not qualify for “traditional” FMLA leave.	Maybe If your employer has work for you but you cannot do it at the workplace or by telework because of a federal, state or local quarantine or isolation order related to COVID-19 (includes shelter-in-place and similar orders). You will need to use your accrued paid time, if more than ten (10) days of leave is needed.	No
I have been furloughed, do I qualify for leave?	No A furlough is not a serious health condition	No A furlough is not a qualifying reason for EPSL.	No
I have been diagnosed with COVID-19 and hospitalized, do I qualify for leave?	Yes Your inpatient care in a hospital, hospice, or residential medical care facility will qualify you as having a serious health condition. You will need to complete the FMLA leave application as well as the Certification of Health Care Provider form and forward to the Leaves Department.	Yes EPSL applies to individuals who seek a diagnosis after experiencing symptoms associated with COVID-19 as well as those diagnosed with COVID-19.	No
My father was diagnosed with COVID-19 and hospitalized, do I qualify for leave	Maybe You may qualify for traditional FMLA leave in order to care for certain family members, such as a spouse, a child, or a parent, but you must establish that you are needed to care for that family member. Since your father would be hospitalized, it is not likely that a health care would certify that you are needed to care for your father. However, you may be able to qualify after your father is released in order to help him recover.	No	No
My spouse was exposed to COVID-19 at his job and was advised by his doctor to quarantine. Do I qualify for leave?	No Unless your spouse has a “serious health condition” as defined by the FMLA, and you are needed to care for your spouse, you do not qualify for FMLA leave.	Maybe If you were advised by a health care provider to quarantine, and you are unable to telework.	No
I have flu-like symptoms, I think I may have COVID-19 and am waiting on test results, do I qualify for leave?	Maybe Unless you have a serious health condition and meet other requirements, as defined by the Family and Medical Leave Act (FMLA), you do not qualify for FMLA leave.	Yes If you quarantine while waiting for a diagnosis, you qualify for EPSL, even if it is later determined that you do not have COVID-19.	No

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I am an employee, I become ill with COVID-19 symptoms, as identified by the Centers for Disease Control (CDC); I decide to quarantine myself for two weeks, and then return to work. I do not seek a medical diagnosis or the advise of a health care provider. Can I get paid for those two weeks?	No	<p style="text-align: center;">No</p> <p>You may not take paid sick leave under the FFCRA if you unilaterally decide to self-quarantine for an illness without medical advise, even if you have COVID-19 symptoms. <u>You may not take EPSL if you become ill with an illness not related to COVID-19.</u></p>	No
Am I eligible for paid sick leave based on a “substantially similar condition” specified by the U.S Department of Health and Human Services?	No	<p style="text-align: center;">No</p> <p>The U.S Department of Health and Human Services (HHS) has not yet identified any “substantially similar condition” that allows an employee to take EPSL leave. If HHS does identify any such condition, the Department of Labor will issue guidance as to when you may take leave.</p>	No
I just returned from a country experiencing a surge of COVID-19. Am I eligible for leave?	<p style="text-align: center;">Maybe</p> <p>Unless you have a serious health condition and meet other requirements, as defined by the Family and Medical Leave Act (FMLA), you do not qualify for FMLA leave.</p>	<p style="text-align: center;">Maybe</p> <p>You may be eligible if unable to telework but are subject to Federal, State or Local Quarantine/isolation orders related to COVID-19.</p>	No