

**Comparison of Leave Types Available for COVID-19
(Effective August 1, 2020)**

REASON FOR ABSENCE	FEDERAL LEAVE BENEFIT	UNIVERSITY LEAVE	OTHER SUPPLEMENTAL LEAVE OPTIONS
	FFCRA Benefit and Pay Rate	Paid Administrative Leave	COVID-19 Voluntary Shared Leave
FFCRA Paid Sick Leave (1,2 and 3)		August 1, 2020	August 1, 2020
<ol style="list-style-type: none"> 1. Subject to local QUARANTINE or isolation order 2. Health care official advises SELF- QUARANTINE 3. Experiencing COVID-19 SYMPTOMS and seeking diagnosis 	<ul style="list-style-type: none"> • Up to 80 hours of Emergency Paid Sick Leave (aggregate for all FFCRA leave reasons) that can be used between April 1 and Dec 31, 2020. • Paid at 100% of employee’s pay rate up to \$511/day and \$5,110 total. • Cannot be used intermittently. • All active permanent and temporary employees are eligible 	<ul style="list-style-type: none"> • If FFCRA benefit is exhausted, employees must use accrued leave • Once employees have exhausted accrued leave employees may receive COVID-19 Paid Administrative Leave at 100% of employee’s pay, up to 160 hours • May supplement EPSL with COVID-19 Paid Administrative Leave up to 100% of employee’s pay if the employee’s pay exceeds the FFCRA benefit cap. 	<p>Eligible employees may supplement with COVID-19 Voluntary Shared Leave after exhausting all of their accrued leave</p> <p>Yes</p> <p>No v</p>
<ol style="list-style-type: none"> 4. CARING FOR INDIVIDUAL who is subject to quarantine/isolation (#1 above), or subject to self-quarantine (#2 above) 	<ul style="list-style-type: none"> • Up to 80 hours of Emergency Paid Sick Leave (aggregate for all FFCRA leave reasons) that can be used between April 1 and Dec 31, 2020. • Paid at two-thirds of employee’s pay rate up to \$200/day and \$2,000 total • May be used intermittently • All active permanent and 	<ul style="list-style-type: none"> • If FFCRA benefit is exhausted, employees must use accrued leave • May supplement EPSL with COVID-19 Paid Administrative Leave up to two- thirds of employee’s pay if the employee’s pay exceeds the FFCRA benefit cap 	<p>Eligible employees may supplement with COVID-19 Voluntary Shared Leave after exhausting all of their accrued leave</p> <p>Yes</p> <p>No v</p>

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	temporary employees are eligible		
5. Needs to provide CHILDCARE because school or childcare facility is closed due to COVID-19	<ul style="list-style-type: none"> Up to 80 hours of Emergency Paid Sick Leave (aggregate for all FFCRA leave reasons) that can be used between April 1 and Dec 31. Paid at two-thirds of employee's pay rate up to \$200/day and \$2,000 total. May be used intermittently All active permanent and temporary employees are eligible 	<ul style="list-style-type: none"> If FFCRA benefit is exhausted, employees must use accrued leave May supplement EPSL with COVID-19 Paid Administrative Leave up to two-thirds of employee's pay if the employee's pay exceeds the FFCRA benefit cap. 	<p>Eligible employees may supplement with COVID-19 Voluntary Shared Leave after exhausting all of their accrued leave</p> <p>Yes ✓</p> <p>No</p>
Expanded Family Medical Leave	Federal FFCRA Benefit	Paid Administrative Leave	COVID-19 Voluntary Shared Leave
5b. Needs to provide CHILDCARE because school or childcare facility is closed due to COVID-19	<ul style="list-style-type: none"> Up to 12 weeks of Expanded Family & Medical Leave (FML) First 2 weeks of leave are unpaid but may be supplemented by available Emergency Paid Sick Leave and/or accrued leave Remaining 10 weeks paid at two-thirds of employee's pay rate up to \$200/day 	<ul style="list-style-type: none"> If FFCRA benefit is exhausted, employees must use accrued leave May supplement Expanded FML with COVID-19 Paid Administrative Leave up to two-thirds of employee's pay if the employee's pay exceeds the FFCRA benefit cap 	<p>Eligible employees may supplement with COVID-19 Voluntary Shared Leave after exhausting all of their accrued leave</p> <p>Yes ✓</p> <p>No</p>

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	<ul style="list-style-type: none"> Applies to permanent and temporary employees who have worked for institution at least 30 calendar days. 		
6. Needs to provide ELDERCARE because the eldercare facility is closed due to COVID-19	Not Eligible Under FFCRA	Although not eligible under FFCRA, a FFCRA equivalent leave benefit is provided at two-thirds of employee's pay for up to 12 weeks subject to availability of FMLA time already taken.	<p>Eligible employees may supplement with COVID-19 Voluntary Shared Leave after exhausting all of their accrued leave</p> <p>Yes ✓</p> <p>No</p>
1. CANNOT TELEWORK because duties cannot be performed remotely and alternate remote work is not	Not eligible Under FFCRA	<ul style="list-style-type: none"> Employees must use accrued leave 	<p>Eligible employees may supplement with COVID-19 Voluntary Shared Leave after exhausting all of their accrued leave</p> <p>Yes ✓</p> <p>No</p>