



# Lemoore Union Elementary School District

Board Members: Jerry Waymire, Mark Pescatore, Ed Mendes, Myeisha Neal, Stephen Todd

**Cheryl Hunt, Superintendent**

Ed Ochoa, Assistant Superintendent

## **NOTICE: Families First Coronavirus Response Act – Employee Paid Leave Rights**

Due to the passage of the Families First Coronavirus Response Act (HR 6201) you may be entitled to one or more of the emergency leave benefits listed below, under the Emergency Family Medical Leave Expansion Act (“EFMLEA”) and/or the Emergency Paid Sick Leave Act (“EPSLA”). These provisions will be effective from April 1, 2020 through December 31, 2020. Below is a summary of the new leave benefits but please refer to the DOL Notice for more detailed information. If you have questions regarding your eligibility or benefits, please contact Amy D. Garcia at [amygarcia@myluesd.net](mailto:amygarcia@myluesd.net) or Marlo De Santos at [mdesantos@myluesd.net](mailto:mdesantos@myluesd.net)

**EFFECTIVE APRIL 1, 2020**

### **Emergency Family Medical Leave Expansion Act - (paid leave for childcare purposes for minor children related to school or daycare closures)**

- Employee has been employed for at least 30 days to be eligible
- Employee needs to care for a minor child due to a school or childcare closure caused by public health emergency and is unable to work or telework.

**BENEFIT:** Up to 12 weeks of leave. First two weeks unpaid, unless other leave is utilized, then 10 weeks at 2/3 pay up to a maximum of \$200/day and \$10,000 total. (*Note: While the law provides for this first two-week period to be unpaid, LUESD will be providing this leave to staff as paid COVID 19 leave in our leave reporting system*)

### **Emergency Paid Sick Leave Act**

#### **1) Emergency Paid Sick Leave (self)**

- (i) Employee is **unable to work or telework** due to government issued quarantine or isolation order related to COVID-19.
- (ii) Employee has been advised to self-quarantine by a healthcare provider related to COVID-19 and is unable to work or telework.
- (iii) Employee is experiencing symptoms of COVID-19, is seeking diagnosis and is unable to work or telework.
- (iv) Employee is experiencing “a substantially similar condition” to COVID-19 as specified by certain federal agencies and is unable to work or telework.

#### **2) Emergency Paid Sick Leave (care of others)**

- Employee is caring for an individual subject to government issued quarantine or isolation order related to COVID-19 or who is caring for an individual who has been advised to self-quarantine by a healthcare provider related to COVID-19 and is unable to work or telework.
- Employee is caring for a son or daughter whose school or childcare is closed or unavailable “due to COVID-19 precautions” and is unable to work or telework.

**BENEFIT:** Up to 2 weeks of paid leave. Self - 100% up to a maximum of \$511 daily and \$5,110 total; Care of Others - 2/3 pay, up to a maximum of \$200 daily and \$2,000 total.

### **IMPORTANT NOTES:**

- Emergency Paid Sick leave (self) and Emergency Paid Sick Leave (others) combined may not exceed 2 weeks total.
- The 12 weeks of Emergency Paid Family Leave is subject to the FMLA limits of 12 workweeks annually. These laws do not entitle you to an additional 12 workweeks of leave if you have already exhausted your leave for this year. Similarly, if you utilize this leave now, it will reduce your available leave for the next 12 months. However, even if you have exhausted your FMLA leave, you will be entitled to utilize Emergency Paid Sick Leave for qualifying reasons.
- These emergency benefits will be applied before the employee’s regular leave accruals are used.

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[www.luesd.k12.ca.us](http://www.luesd.k12.ca.us)