

Emergency Family and Medical Leave Act (EFMLEA):

Emergency Family and Medical Leave Act (EFMLEA) benefits that were included in the Families First Coronavirus Response Act (FFCRA) expired on December 31, 2020. EFMLEA provided up to 10 weeks of **paid expanded family and medical leave** at two-thirds the employee's regular rate of pay. The County extended the use of EFMLEA for employees with remaining hours until March 31, 2021.

Qualifying reasons for EFMLEA include situations where the employee:

Is unable to work due to a bona fide need for leave to care for a child whose school or childcare provider is closed or unavailable for reasons related to COVID-19.

On April 6, 2021, the Board of Supervisors extended and expanded EFMLEA benefits through June 28, 2021, as encouraged by the voluntary American Rescue Plan Act, to include:

- Increase the available paid leave period by 2 weeks for a total of 12 weeks of partial (two-thirds) paid leave. Leave entitlement will continue to be pro-rated for part-time employees.
- For employees newly enrolling EFMLEA, the 10-day waiting period will be eliminated. Below is the list of qualifying reasons EFMLEA may be used:
 1. Employee is subject to a Federal, State, or local quarantine or isolation order related to COVID-19;
 2. Employee has been advised by a health care provider to self-quarantine related to COVID-19;
 3. Employee is experiencing COVID-19 symptoms and is seeking a medical diagnosis;
 4. Employee is seeking or awaiting the results of a COVID test or medical diagnosis, if the employee has been exposed or the employee's employer has requested the test or diagnosis;
 5. Employee is obtaining COVID immunization;
 6. Employee is recovering from an injury, disability, illness, or condition related to such immunization;
 7. Employee is caring for an individual subject to an order described in (1) or self-quarantine as described in (2);
 8. Employee is caring for a child whose school or place of care is closed (or child care provider is unavailable) for reasons related to COVID-19; or
 9. Employee is experiencing any other substantially-similar condition specified by the Secretary of Health and Human Services, in consultation with the Secretaries of Labor and Treasury.