

Guidance on the Expiration of Paid Sick Leave and Expanded Family and Medical Leave for COVID

Expiration of Families First Coronavirus Response Act Paid Leave Provisions

The federal Families First Coronavirus Response Act (FFCRA)

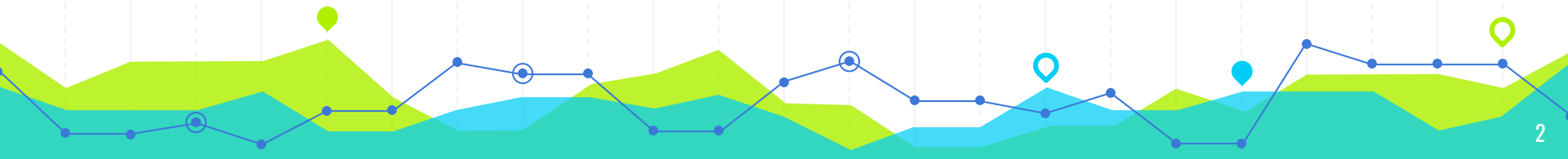
FFCRA requirements expired on December 31, 2020.

Accordingly, the FFCRA's Emergency Paid Sick Leave (EPSL) and Expanded Family and Medical Act Leave (EFMLA) requirements also expired on December 31, 2020.

Going forward beginning on January 1, 2021

We recommend reviewing leave requests according to normal leave policies.

Employees are not entitled to receive financial compensation for whatever unused paid leave existed on the December 31, 2020, expiration date.



Leave Scenarios

COVID Leaves in 2021



* Certain health care providers and emergency responders may be excluded

Employee* unable to work or telework due to:

- **A need to care for a minor son or daughter whose school or place of care has been closed due to COVID-19**

The amendments to FMLA providing COVID-related school closure as an FMLA qualifying reason for leave have expired. Employees who need leave exclusively for childcare issues related to COVID will not be eligible for FMLA leave on that basis effective January 1, 2021.

Employees who are seeking leave due to their childcare obligations will go through the personal leave process and use County Natural Disaster Attestation Pay, if eligible, and/or their accrued leave.



Employee* unable to work or telework due to:

- Being subject to a quarantine or isolation order related to COVID
- Being advised by a health care provider to self-quarantine due to COVID concerns
- Experiencing symptoms of COVID-19 and seeking a medical diagnosis
- Caring for an individual who is subject to a quarantine or isolation order related to COVID-19
- Caring for an individual who has been advised by a health care provider to self-quarantine due to COVID-19 concerns

Employees must comply with the usual and customary requirements for requesting leave and provide enough information (medical certification) to reasonably determine whether leave entitlements may apply. The County Natural Disaster Attestation Pay, if eligible, and/or their accrued leave should be used.

Employee* unable to work or telework due to AB-685 COVID-19 requirements:

- The employee is required to leave the worksite for an exposure that the department believes is work-related, as defined by Cal/OSHA.
- If the employee is required to leave the worksite for an exposure that the department believes is work-related, we must compensate the employee for their time away (assuming they cannot telework).

The method for compensation would be as follows:

1. Telework, if possible
2. County Natural Disaster Attestation Pay, if eligible
3. Sick Banks
4. COVDH = Non-exempt (hourly) or COVDS = Exempt (salary) for the VCHRP Time Reporting Code.

AB-685 COVID-19 Continued: The Quarantine Period

- Based upon our Public Health Order, it is generally 10 or 14 days depending upon the facts.
- A negative test will not change an individual's duration of quarantine of either 10 or 14 days based upon the facts

Please use this guidance in your return to work process.

1. For entries into Presagia, these leaves should be entered as a Public Health Emergency for self and in the extra information section, use either of the codes (**COVDH** or **COVDS**), but one code will need to be entered. This will differentiate these leaves in Presagia.
2. For entries into VCHRP, in job data, use Paid Leave of Absence in the action field, use Organizational Leave in the reason field, enter the Effective Date of the leave and the Expected Return Date. On the PAF describe as "**PLA**" & "**ORG**" Action and Reason codes appropriately.





Linked Resources:

[COVID Resources](#)

[Disability & Absence Management Site](#)

[COUNTY OF VENTURA - Natural Disaster Attestation Form](#)