



December 31, 2020

Extension of the Families First Coronavirus Response Act (FFCRA) Leave

Recently President Trump signed the Consolidated Appropriations Act of 2021, which included a relief package. The relief package allows employers to extend the time during which an employee may use their FFCRA leave. This federal leave was originally scheduled to expire on December 31, 2020, but can now be extended to March 31, 2021. The Executive Leadership Team (ELT) believes this extension will help some of our team members and decided to allow this extended period to use FFCRA leave. Here's what that means:

- The relief package **did not grant additional leave**. It only changed how long you may use any remaining portion of the original FFCRA leave you received in March.
- If you have not yet used all of your federal leave benefit you may continue to use any remaining federal leave through March 31, 2021.
- You must still meet the requirements of the FFCRA. The relief package didn't change the qualifying reasons for which you may take leave.

As always, if you have questions about this message, your current FFCRA leave balance, the reasons FFCRA may be used, or any other aspect of our pandemic protocols, please contact HR.

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