

Federal Paid Leave Extension Effective April 1st

Important update for all IYR employees about new COVID-related sick leave and family medical leave.

On March 11, 2021, President Biden signed into law the American Rescue Plan Act (ARPA). Pursuant to ARPA, Idaho Youth Ranch has chosen to offer paid sick leave and family medical leave under the Family First Coronavirus Response Act (FFCRA) for qualifying COVID related events that occur between April 1, 2021 and September 30, 2021.

This is like our previous paid leave program under FFCRA with several important changes. You will find a detailed overview of this program below. Here are highlights of what is changing:

- Your 'bank' of qualifying paid sick leave has been restored even if you previously used all available paid sick leave under FFCRA. For full time employees, this bank has 10 days (up to 80 hours) of paid sick leave. For part-time employees, this bank has a pro-rated number of hours based on your scheduled hours in a 2-week period.
- You can now obtain paid sick leave for the following additional reasons: (1) to obtain the COVID vaccine, (2) recover from side effects of the COVID vaccine, and (3) getting tested or awaiting test results or medical diagnosis for COVID-19 (provided you were exposed to COVID-19 or the test/diagnosis was requested by IYR). These are in addition to the original qualifying reasons under the FFCRA. See Program Overview below for the complete list of qualifying reasons.
- IYR employees are eligible for paid family medical leave for all the reasons that qualify for COVID-related paid sick leave, including the three 3 new reasons listed above. See below for further details on paid family medical leave.
- The effective dates for this COVID-related paid sick leave and family medical leave are April 1, 2021 through September 30, 2021.

Notify your supervisor. If you need to take COVID-related paid sick leave or family medical leave, please inform your supervisor as soon as possible so they can coordinate with HR and arrange coverage for your shift, where applicable. HR will contact you to confirm your eligibility and discuss your leave options with you.

As always, contact HR if you have any questions about your leave options.

Program Overview (Paid Sick Leave and Paid FMLA)

Emergency Paid Sick Leave (EPSL)

Previously, under the Family First Coronavirus Response Act (FFCRA), the situations that qualified employees for EPSL were:

- (1) is subject to a Federal, State, or local quarantine or isolation order related to COVID-19;
- (2) has been advised by a health care provider to self-quarantine due to concerns related to COVID-19;

(3) is caring for an individual who is subject to such an order or has been so advised;

(4) is experiencing symptoms of COVID–19 and seeking a medical diagnosis;

(5) is caring for a son or daughter of such employee if the school or place of care of the son or daughter has been closed, if the school of such son or daughter requires or makes optional a virtual learning instruction model or requires or makes optional a hybrid of in-person and virtual learning instruction models, or the child care provider of such son or daughter is unavailable, due to COVID–19 precautions;

(6) is experiencing any other substantially similar condition specified by the U.S. Department of Health and Human Services;

Three new qualifying reasons have been added:

(7) is seeking or awaiting diagnostic test for COVID, because of exposure or employer has requested such a test;

(8) is obtaining vaccine for COVID;

(9) is experiencing post-vaccination symptoms

In addition to the 3 new qualifying reasons, a new bank of time has been granted, even if the employee had used all the time allowed in the period between 4/1/2020 and 3/31/2021. That amount of time is 10 days of paid leave, no more than 80 hours for full time employees, and for part time employees the pro-rated amount of hours based on what their scheduled hours are in a 2 week period.

Expanded Family Medical Leave (EFMLA)

Previously, under the Family First Coronavirus Response Act (FFCRA), the situation that qualified employees for EFMLA were:

(1) is caring for a son or daughter of such employee if the school or place of care of the son or daughter has been closed, if the school of such son or daughter requires or makes optional a virtual learning instruction model or requires or makes optional a hybrid of in-person and virtual learning instruction models, or the childcare provider of such son or daughter is unavailable, due to COVID–19 precautions.

Starting April 1, 2021, all of the qualifying reasons listed above (including the new 3 reasons) for Emergency Paid Sick Leave are now qualifying reasons for paid EFMLA. In addition, the amount of time available for EMFLA has been extended to 12 weeks (from 10 weeks under FFCRA). Please note employees **are not** entitled to a new bank of time for EFMLA, however there are an additional 2 weeks available.

Some aspects of the EFMLA remain in question and we are awaiting further guidance from the U.S. Department of Labor. We will post updated information to our employee webpage for covid related information when it becomes available.”

As always, contact HR if you have any questions about your leave options.