



UXBRIDGE PUBLIC SCHOOLS

EQUITY · RESPECT · RESPONSIBILITY · COLLABORATION

EPSLA Summary Information

Amount of Paid Leave for “EPSLA”

FT employees: 80 hours

PT employees: Average hours worked over a 2-week period

The paid sick leave under “EPSLA” is in addition to any accrued, contractual sick leave to which an employee may be entitled. Therefore, an employer cannot require an employee to exhaust contractual leave or to take contractual leave concurrently with “EPSLA”.

Six (6) Reasons for Leave under “EPSLA”:

1. Employee is subject to a Federal, State, or local Quarantine or Isolation order
2. Health care provider has advised employee to self-quarantine
3. Employee is experiencing COVID-19 symptoms and is seeking a medical diagnosis
4. Employee is caring for an individual who is subject to an order described in (1) or has been advised as described in (2)
5. Employee is caring for a son or daughter if the school or place of care of the son or daughter has been closed, or the child care provider is unavailable
6. Employee is experiencing any other substantially similar condition specified by the Secretary of Health and Human Services

Amount of Pay for “EPSLA”

Reasons 1-3: Regular rate of pay up to a cap of \$511/day and \$5,110/aggregate

Reasons 4-6: Two-thirds regular rate of pay up to a cap of \$200/day and \$2,000/aggregate

Eligible Employee:

No eligibility requirement

Intermittent Leave for employer under “EPSLA”

None, absent employer/employee agreement, subject to:

Never intermittent leave for **Reasons 1-4**, and **Reason 6** *if an employee reports to the worksite.*

If agreement, intermittent leave only for **Reason 5** *if employee reports to worksite*, or if employee is teleworking

Sequencing:

Employer cannot require use of employer-provided paid leave before EPSLA, but employee can choose to use such leave first

Health Insurance:

Coverage under group health plan maintained

REASON DEFINITIONS UNDER “EPSLA”

Reason 1: Quarantine or Isolation order, broad definition

Federal, state, or local government authority order to include quarantine, isolation, containment, shelter-in-place, stay-at-home.

Federal, state, or local government authority advises certain categories of citizens (e.g. of certain age ranges or certain medical conditions) to shelter-in-place, stay-at-home, isolate, or Quarantine.

“EPSLA” not available where the employer does not have work for the employee.

Reason 2: Health care provider advises self-quarantine

“EPSLA” leave only if a health care provider advises self-quarantine based on a belief that:

- Employee has COVID-19;
- Employee may have COVID-19; or
- Employee is particularly vulnerable to COVID-19; and
- The self-quarantine prevents the employee from working at the worksite or by Telework

Reason 3: Employee is experiencing COVID-19 symptoms and seeking a medical diagnosis, narrow definition

- Limited to time employee unable to work because taking affirmative steps to obtain a medical diagnosis, such as making, waiting for, or attending an appointment for a COVID-19 test
- Requirement that employee be experiencing COVID-19 symptoms identified by the CDC, such as fever, dry cough, shortness of breath

Reason 4: Employee is caring for an individual , who is subject to a reason 1 order or reason 2 health care provider advice, individual defined broadly

- *Employee's immediate family member*
- *Person who regularly resides in the employee's home*
- *Similar person with whom the employee has a relationship that creates an expectation that the employee would care for the person if they were quarantined or self-quarantined*
- *Individual does not include persons with whom the employee has no personal relationship*

Reason 5: Intersection of "EPSLA" and "EFMLEA" where employee needs leave, to care for a son or daughter, whose school or place of care is closed, or whose child care provider is unavailable, due to COVID-19

- Employees may be eligible to take child care leave under both the "EPSLA" and the "EFMLEA"
- Child care leave under the "EPSLA" runs concurrently with the leave under the "EFMLEA"
- If an employee has used "EPSLA" for another reason, the first 2 weeks of "EFMLEA" leave are unpaid, and an employee can elect to use employer-provided paid leave, which leave will run concurrently with "EFMLEA"

Reason 5 leave is not available when a school or place of care is closed, or a child care provider is unavailable, if

1. Another suitable person available to care for the child;
2. Employee is able to perform the work either at the normal workplace or by Telework; or
3. Employer does not have work for the employee

Reason 6: Employee is experiencing any other substantially similar condition specified by the Secretary of Health and Human Services

- The U.S. Department of Health and Human Services (HHS) has not yet identified any "substantially similar condition" that would allow an employee to take paid sick leave. If HHS does identify any such condition, the Department of Labor will issue guidance explaining when you may take paid sick leave on the basis of a "substantially similar condition."