

Emergency Paid Sick Leave (EPSLA)



Employees who are eligible:

Any employee who is unable to work or telecommute because of any of the following:

- (1) the employee is subject to a federal, state, or local quarantine or isolation order related to COVID-19;
- (2) the employee has been advised by a health care provider to self-quarantine because of COVID-19;
- (3) the employee is experiencing symptoms of COVID-19 and is seeking a medical diagnosis;
- (4) the employee is caring for an individual subject or advised to quarantine or self-isolate;
- (5) the employee is caring for a son or daughter whose school or place of care is closed, or childcare provider is unavailable, due to COVID-19 precautions; or
- (6) the employee is experiencing substantially similar conditions as specified by the Secretary of Health and Human Services, in consultation with the Secretaries of Labor and Treasury.

****HEALTH CARE WORKERS AND EMERGENCY RESPONDERS ARE EXCLUDED FROM ELIGIBILITY****

What leave is available:

Up to 80 hours of paid sick time (or, for workers who work less than full time, the typical number of hours they are scheduled to work in a two-week period) as follows: full pay based on your current rate for reasons (1), (2) or (3). Leave for reasons (4), (5), or (6) are paid at 2/3 regular rate of pay to a maximum of \$2,000. This leave may be taken before other sick leave available to the employee. Expires December 31, 2020.

Emergency Family Leave (EFLMEA)

Employees who are eligible:

Anyone on the payroll for 30 days or more and are unable to work or telecommute due to a need to care for a minor child if the child's school or childcare facility is closed or is unavailable due to a public health emergency.

****HEALTH CARE WORKERS AND EMERGENCY RESPONDERS ARE EXCLUDED FROM ELIGIBILITY****

What leave is available:

Up to 12 weeks of job protected EFMLEA leave. The first 10 days are unpaid, but an employee may, but is not required, to substitute accrued vacation, personal or sick leave during this time. The remaining time is generally paid at 2/3 of the employee's regular rate, for the number of hours the employee would otherwise be scheduled to work, capped at a maximum of \$200 per day, with a maximum payout of \$10,000 per employee (This is equivalent to \$200 per day, for 5 days a week, for 10 weeks.) Expires December 31, 2020. EFMLEA leave will be reduced by amount of FMLA that has been taken in the last rolling 12 months.

EMPLOYEES REQUESTING LEAVE MUST CONTACT Human Resources
(608) 328-9645 or (608) 328- 9655

AND

Complete the Request form that is located under the Human Resources link on the Green County website:

<http://www.co.green.wi.gov>

LEAVE MAY BE TAKEN INTERMITTENTLY IN FULL DAY INCREMENTS. TELECOMMUTING AND/OR FLEXIBLE SCHEDULING OPTIONS AT YOUR NORMAL RATE OF PAY MAY BE AVAILABLE FOR EMPLOYEES AS AN ALTERNATIVE TO TAKING LEAVE.

CONTACT YOUR DEPARTMENT HEAD FOR MORE INFORMATION.

****Please note that retaliation against an employee who chooses to exercise their right under this emergency FMLA law is strictly prohibited****