

HR Updates on Federal Legislation Extending Measures to Mitigate COVID

Many of the provisions of the federal Families First Coronavirus Response Act (FFCRA) expired on December 31, 2020. The most notable employment-related requirements of the FFCRA that have expired are Emergency Paid Sick Leave (EPSL) and Expanded Family and Medical Leave (EFML), as outlined below.

EPSL expiration

1) As of 1/1/21, AOB organizations are no longer required to provide (or continue to provide) employees up to 80 hours of fully paid sick leave for absences when they are unable to work or telework because they have been: quarantined or advised to do so by a medical provider due to COVID, or are experiencing COVID symptoms and awaiting diagnosis/test results.

2) As of 1/1/21, AOB organizations are no longer required to provide (or continue to provide) employees up to 80 hours of paid sick leave at a 2/3 rate of pay for absences when they are unable to work or telework because they are caring for a family member who is quarantined, or caring for a minor child because their childcare provider or school is closed due to COVID.

EFML expiration

As of 1/1/21, AOB organizations are no longer required to provide (or continue to provide) up to 10 weeks of Family and Medical Leave to an employee payable at a 2/3 rate of pay if the employee is unable to work due to a need to care for a minor child whose school or child care provider is closed or unavailable for reasons related to COVID.