

FACILITIES MANAGEMENT

AT COLORADO STATE UNIVERSITY

FM DAILY COMMUNICATION

April 21, 2020

Issue 13

FM Employees,

CSU HR has released guidance on how to administer the Emergency Paid Sick Leave Act (EPSLA) and Expanded Family and Medical Leave Act (EFMLEA) for specified reasons related to COVID-19 under the Family First Coronavirus Relief Act (FFCRA). CSU employees are eligible for the following:

I. Emergency Paid Sick Leave Act (EPSLA)

- Established paid sick leave for six qualifying COVID-19 reason (see below).
- Provides 80 hours of paid leave; full pay, no cap (prorated for part-time).
- Allows for, but doesn't require intermittent leave – CSU will allow intermittent leave in half-day (4 hr.) increments.
- Requires filling out the attached self-cert-covid-epsl document & leave-request-FFCRA document (both above).

II. Expanded Family Medical Leave Expansion Act (EFMLEA)

- Provides new Family Medical Leave qualifying reason - closure of school or childcare facility.
- However, is not an additional 12 weeks, but counts with other Family Medical Leave (see below).
- First two weeks is unpaid, but may use Emergency Paid Sick Leave. Remaining 10 weeks full pay, no cap.
- Allows for, but doesn't require intermittent leave – CSU will allow intermittent leave in half-day (4 hr.) increments.
- Requires filling out the attached self-cert-school-closures document & leave-request-FFCRA document (both above).

If you have questions regarding the use of the above, please contact Kathy Brady (Kathleen.Brady@colostate.edu) or Michelle Tate (Michelle.Tate@colostate.edu).

Sincerely,



Tom Satterly, P.E.
Associate Vice President for Facilities Management

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	Reason for leave	Daily pay rate/cap	Allotment	Total pay cap	CSU
Emergency Paid Sick Leave	(1) Quarantine or isolation order.	Regular rate of pay up to a cap of \$511	80 hours	\$5,110	EPSL full pay/no cap
	(2) Advice from a health care provider to self-quarantine.				
	(3) Experiencing symptoms of COVID-19 and seeking a medical diagnosis.				
	(4) Caring for an individual subject to a quarantine or isolation order, or who has been advised by a health care provider to self-quarantine.	Two-thirds the regular rate of pay, up to a cap of \$200/day	80 hours	\$2,000	EPSL full pay/no cap
	(5) Caring for own child whose school or place of care has closed, or whose care provider is unavailable due to COVID-19.				
	(6) Experiencing other substantially similar condition specified by the secretary of health and human services.				
FMLA Expansion*	Leave for eligible employees who can't work (or telework) because their minor child's school or childcare service is closed due to a COVID-19 emergency declared by a federal, state or local authority.	First two weeks unpaid (may use ESL). Two-thirds the regular rate of pay, up to a cap of \$200/day	12 weeks*	\$10,000	First two weeks unpaid. May use EPSL. Remaining 10 weeks EPHL Full pay/no cap

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