



Families First Coronavirus Response Act (FFCRA) Paid Leave Requirements Summary

Emergency Paid Sick Leave (EPSL)

Under the FFCRA, effective April 1, 2020, Texas A&M System Members, including Tarleton State University, must provide all employees (Budgeted, Wage, and Student*) regardless of length of employment with up to two weeks (10 days) of paid sick leave for qualifying reasons related to COVID-19, subject to daily and total maximums, as provided in the chart below.*

#	Reason for Leave	Time Period	Daily Pay Rate/Maximum	Who is Eligible
1	Employee's COVID-19 quarantine or isolation order by a Federal, State, or local entity	2 weeks (10 workdays)	Regular rate of pay	All employees (Budgeted, Wage, and Student) regardless of length of employment
2	Advised to self-quarantine by health care provider due to concerns related to COVID-19			
3	Experiencing symptoms of COVID-19 and seeking a medical diagnosis			
4	Caring for an individual subject to quarantine or isolation order or advised to self-quarantine by health care provider			
5	Experiencing "other substantially similar condition specified by Secretary of Health and Human Services"			
6	Caring for son or daughter whose school or childcare provider closed or is unavailable due to a coronavirus public health emergency			

Employees in a budgeted position appointed for 50 percent or more time for a period of at least four and one-half months (excluding positions requiring student status for employment) are entitled to additional emergency leave with pay if needed for reasons #1-4 or #6. The employee should request Other Paid Emergency Leave through the appropriate Director seeking VP consideration.

* Wage or Student employees are eligible for EPSL and EFMLA at the time they are called upon to work and at that time indicate they cannot work due to one of the listed reasons.



Families First Coronavirus Response Act (FFCRA) Paid Leave Requirements Summary

Emergency Family and Medical Leave Expansion Act (EFMLA)

Under the FFCRA, effective April 1, 2020, all employees (Budgeted, Wage, and Student*) employed with a Texas A&M System Member for at least 30 days are eligible for up to a 12-week leave of absence for qualifying reasons related to COVID-19, to be paid after the first 2 weeks.*

Reason for Leave	Time Period	Daily Pay Rate/Maximum	Who is Eligible
Caring for son or daughter whose school or childcare provider closed or is unavailable due to a coronavirus public health emergency	First 2 weeks (10 workdays)	Unpaid (FFCRA paid sick leave may be applied until exhausted; employee may choose to use other paid leave available under TAMUS policy)	All employees (Budgeted, Wage, and Student) employed for at least 30 days. Who have not utilized all 12 weeks of regular FMLA since 9/1/2019.
	10 additional Weeks	Regular rate of pay	

* Wage or Student employees are eligible for EPSL and EFMLA at the time they are called upon to work and at that time indicate they cannot work due to one of the listed reasons.