

Families First Coronavirus Response Act: Frequently Asked Questions (FAQ)

The Federal Government recently passed the **Families First Coronavirus Response Act (FFCRA or Act)** which requires FGCU to provide employees with paid sick leave and expanded family and medical leave for specified reasons related to COVID-19.

Below are Frequently Asked Questions to assist with your navigation of this new Act:

What are the qualifying reasons for leave related to COVID-19?

An employee is entitled to take leave related to COVID-19 if the employee is unable to work, or telework, because the employee:

1. is subject to a Federal, State, or local quarantine or isolation order related to COVID-19.
2. has been advised by a health care provider to self-quarantine related to COVID-19.
3. is experiencing COVID-19 symptoms and is seeking medical diagnosis
4. is caring for an individual subject to an order described in (1) or self-quarantine as described in (2).
5. is caring for his or her child whose school or place of care is closed (or child care provider is unavailable) due to COVID-19 related reasons; or
6. is experiencing any other substantially-similar condition specified by the U.S. Department of Health and Human Services.

What timeframe will these provisions be in place?

April 1, 2020 – December 31, 2020

What if I had a qualifying reason related to COVID-19 prior to April 1, 2020?

The Act is effective as of April 1, 2020. Any absences prior to April 1 are not considered eligible for leave specified under this Act.

What is provided for under this Act?

Up to two weeks (80 hours, or a part-time employee's two-week equivalent) of paid sick leave:

- 100% of your regular salary for qualifying reasons #1-3 listed above, up to \$511 daily and \$5,110 total;
- 2/3 of your regular salary for qualifying reasons #4 and 6 above, up to \$200 daily and \$2,000 total; and
- Up to 12 weeks combined of paid sick leave and expanded family and medical leave paid at 2/3 of your regular salary for qualifying reason #5 above for up to \$200 daily and \$12,000 total.

If I am able to work remotely, am I eligible for the paid sick leave?

If you are working remotely, you will receive your regular compensation. You will be eligible for paid sick leave if you are unable to work remotely based on a qualifying condition related to COVID-19.

Do I need to be employed for any length of time to be eligible?

For the expanded family and medical leave, employees must have 30 days of service and a qualifying event.

For the paid sick leave, employees are eligible as long as there is a qualifying event.

Can I use leave time to supplement my income if I am receiving 2/3 of my pay?

You may elect to supplement 2/3 of your pay with accrued leave as applicable. If you choose to supplement your pay, it may not exceed 100%.

How do I apply for the paid sick leave and expanded family leave under the FFRCA?

Please contact Human Resources by email at hr@fgcu.edu.

If I have additional questions, who should I contact?

Please contact Human Resources by email at hr@fgcu.edu.