

# EMPLOYEE RIGHTS

## PAID SICK LEAVE AND EXPANDED FAMILY AND MEDICAL LEAVE UNDER THE FAMILIES FIRST CORONAVIRUS RESPONSE ACT

The Families First Coronavirus Response Act (FFCRA) requires the University of Michigan to provide employees with paid sick leave and expanded family and medical leave for specified reasons related to COVID-19.

These provisions will apply from April 1, 2020 through December 31, 2020.

### ➤ PAID LEAVE ENTITLEMENTS

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

Up to 12 weeks of expanded family and medical leave, the first two weeks are unpaid, and the final 10 weeks are paid at 2/3 rate of pay effective May 1, 2020.

A part-time employee is eligible for leave for the number of hours that the employee is normally scheduled to work.

### ➤ ELIGIBLE EMPLOYEES

Employees are eligible for up to two weeks of paid sick leave for COVID-19 related reasons (see below). Employees who have been employed for at least 30 days prior to their leave request may be eligible for up to 12 weeks of paid expanded family and medical leave for reason #5, below.

### ➤ 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, including unable to work remotely, 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 a 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 their 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.

### ➤ ENFORCEMENT

The U.S. Department of Labor's Wage and Hour Division (WHD) has the authority to investigate and enforce compliance with the FFCRA. Employers may not discharge, discipline, or otherwise discriminate against any employee who lawfully takes paid sick leave or expanded family and medical leave under the FFCRA, files a complaint, or institutes a proceeding under or related to the FFCRA. Employers in violation of the provisions of the FFCRA will be subject to penalties and enforcement by WHD. For additional information or to file a complaint: 1-866-487-9243; TTY: 1-877-889-5627; [dol.gov/agencies/whd](https://dol.gov/agencies/whd).