

Emergency Family and Medical Leave Expansion Act (EFMLEA) Q & A

What is the Emergency Family and Medical Leave Expansion Act (EFMLEA)?

- The EFMLEA amends the Family and Medical Leave Act (FMLA). The EFMLEA allows an employee to take up to twelve (12) weeks of leave if the employee is unable to work to care for a child because his/her child's school/daycare is unavailable due to a public health emergency. (The US Department of Labor will be providing guidance to provide clarity on unresolved issues around implementation).

When does the EFMLEA become effective?

- April 1, 2020

What type of leave may be taken under the EFMLEA?

- A WISD employee that needs leave to care for his/her son or daughter under the age of 18 if the school or place of care is closed due to COVID-19 precautions.

How long may I take leave under the EFMLEA to care for my child as outlined above?

- Twelve (12) weeks

How long do I have to be employed at the WISD to be eligible for leave under the EFMLEA?

- 30 calendar days

What compensation am I entitled under the EFMLEA?

- The first 10 days of leave is unpaid; you may elect to use accrued paid leave during the 10 days.
- After the initial 10 days, you are paid at a rate of 2/3 of your normal wages or up to \$200 per day for ten (10) weeks; there is a \$200/day and \$10,000 aggregate limit.