

Emergency Paid Sick Leave Act (EPSLA) Q & A

What is the Emergency Paid Sick Leave Act (EPSLA)?

- The EPSLA provides eligible employees up to eighty (80) hours of paid leave if they cannot work for six (6) reasons (stated below) related to COVID-19.

When does the EPSLA become effective?

- April 1, 2020

What type of leave falls under the EPSLA?

- Employee is subject to federal, state or local quarantine or isolation order;
- Employee has been advised by healthcare provider to self-quarantine;
- Employee is experiencing symptoms of COVID-19 and seeking a medical diagnosis;
- Employee is caring for an individual who is subject to a quarantine or been advised to quarantine by a health care provider;
- Employee is caring for son or daughter under the age of 18 if the school or place of care is closed due to COVID-19 precautions; or
- Employee is experiencing substantially similar conditions as specified by the Secretary of Health and Human Services.

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

- You are eligible immediately upon hire.

What compensation am I entitled under the EPSLA?

- It depends on the type of leave needed:
- **FULL TIME EMPLOYEES:** Normal wages or a maximum of \$511 per day for two (2) weeks (up to 80 hours) if leave is needed for the following reasons:
 - Employee is subject to federal, state or local quarantine or isolation order;
 - Employee has been advised by healthcare provider to self-quarantine; or
 - The employee is experiencing symptoms of COVID-19 and seeking a medical diagnosis.
- **2/3 of the employee's normal wages or up to \$200 per day for two (2) weeks (up to 80 hours) if leave is needed for the following reasons.**
 - The employee is caring for an individual who is subject to a quarantine or been advised to quarantine by a healthcare provider;
 - The employee is caring for son or daughter under the age of 18 if the school or place of care is closed due to COVID-19 precautions; or
 - The employee is experiencing substantially similar conditions as specified by the Secretary of Health and Human Services.
- **PART-TIME EMPLOYEES:**
 - Part-time employees are entitled to paid sick leave in an amount commensurate with the average number of hours the employee works in a 2-week period.

I heard that employers will receive a payroll tax credit for any leave paid under the EPSLA, so this won't really cost WISD anything, correct?

- Unfortunately, public employers are not eligible for the payroll tax credits that are available to private employers, so any funds paid out under EPSLA will impact the ISD budget.