## **Fulton County Reopening - Employee Leave Options**



### Expires June 15, 2020

- Paid administrative leave granted to employees for COVID-19 related issues
- Declaration To Support Request for Administrative Leave used for covered underlying medical conditions, including age 65 and older; and/or child's school closure or place of care has been closed

# **Expiration Based on Approved Specific Accommodation Plan Or After 12 Weeks of FMLA (whichever is applicable)**

- Those with an underlying medical condition that puts them at higher risk for severe illness from COVID-19 may contact DCRC to request a reasonable accommodation, which may include requests for additional leave or teleworking.
- Contact Sedgwick, the County's Family and Medical Leave Administrator, to determine eligibility and qualification for leave under FMLA.

Americans with Disabilities Act & FMLA

**Accrued Leave** 

Federal Emergency
Paid Sick Leave OR
Expanded FMLA

Administrative Leave

Governor's Executive Order

### Expires June 12, 2020

 Covers shelter in place order for the medically fragile.

#### Expires December 31, 2020

- 80 hours of paid federal emergency leave available for COVID-19 related reasons for those:
  - (1) subject to a COVID-19 quarantine order;
  - (2) advised by a health care provider to selfquarantine related to COVID-19;
  - (3) experiencing COVID-19 symptoms and seeking a medical diagnosis;
  - (4) caring for an individual subject to an order described in (1) or self-quarantine as described in (2):
  - (5) experiencing any other substantially-similar condition specified by the Secretary of Health and Human Services, in consultation with the Secretaries of Labor and Treasury **OR**
- 12 work weeks of leave to care for a child if the school or place of care has been closed for COVID-19 reasons (Both Emergency Paid Sick Leave and Expanded FMLA)

## Expires When Leave Balance Exhausted

- After 80 hours of Emergency Paid Sick Leave is exhausted, utilize accrued sick, compensatory, vacation, or holiday leave (as applicable) to receive full rate of pay for the remaining ten weeks of expanded family and medical leave.
- Sick leave is not permitted for use due to school or place of care closures or child care provider unavailability for COVID-19 related reasons.

If you have a need for clarification please contact the leadership in the HR Department.