

## Emergency Leave for Employees COVID-19

{Updated as of 10/7/2020}

Henderson County employees may be eligible to receive their full pay for absence due to the COVID-19 pandemic.

### **Am I Eligible to be Paid?**

**May 1 - December 31:** Employees unable to work for a **qualifying reason** may be eligible to receive 80 hours of Emergency Paid Sick Leave at **full or partial pay**. Employees who need additional leave due to caretaking responsibilities may be eligible for up to 12 weeks of **partial** pay FMLA benefits through December 31, 2020. Although this leave is available beginning April 2, 2020, State Emergency Leave offers more benefits during April.

- Regular FMLA remains in place and will continue to provide eligible employees with up to 12 weeks of job protection for **these qualifying reasons**, including to care for a spouse, child, or parent who has a serious health condition or to care for the employee's own serious health condition.

In addition to the emergency paid leave described above, you may continue to use any of your accrued sick or annual leave if you are unable to work due to the COVID-19 pandemic.

### **I need Leave. How do I apply?**

To request leave, please click on the appropriate link below, fill out the application, and hit submit.

- [Download NC Paid Emergency Leave Digital Form](#)
- [Download Families First Act Digital Form](#)

### **I have questions. Who do I call?**

Please contact your principal/immediate supervisor or email leave questions to the HR Department @ [sickleave@hcpsnc.org](mailto:sickleave@hcpsnc.org)

### **Can I apply for Emergency Leave and Unemployment?**

Employees **are not** eligible to collect both unemployment benefits and paid State of Emergency Leave benefits.

### **Families First Act - Emergency Paid Leave**

*The Families First Act was recently passed by Congress and provides the following benefits for **eligible HCPS employees**:*

- **Up to 80 hours of fully paid leave if you are unable to work because you have been ordered to isolate or self-quarantine due to COVID-19, or if you are symptomatic and seeking a medical diagnosis for COVID-19. (Capped at \$511/day and \$5,110 total)**
- **Up to 80 hours of leave at 2/3 of your regular pay if you are caring for someone isolated or quarantined, or if you cannot work because your child's school or childcare provider is closed due to COVID-19**

**precautions. (Capped at \$200/day and \$2,000 total)**

### **Families First Act - Expanded FMLA for Childcare**

The Expanded Emergency Family and Medical Leave Act provides that [eligible employees](#) can receive:

- Up to 12 weeks of job-protected leave at 2/3 your regular pay if you are unable to work because your child's school or childcare provider has closed due to the COVID-19 crisis. (Capped at \$200/day and \$10,000 total)

Click here for a detailed description of [Families First Leave](#)

Click here for helpful [FAQs](#)

[Click here for the Department of Labor Poster - English](#) or

[Click here for the Department of Labor Poster - Spanish](#)