

Families First Coronavirus Response Act (FFCRA) Paid Leave Requirements Summary

Emergency Paid Sick Leave (EPSL)

Under the FFCRA, effective April 1, 2020, Texas A&M System Members must provide all employees (Budgeted, Wage, and Student*) with up to two weeks (10 days) of paid sick leave for qualifying reasons related to COVID-19, subject to daily and total maximums, as provided in the chart below.*

#	Reason for Leave	Time Period	Daily Pay Rate/Maximum
1	Employee's COVID-19 quarantine or isolation order by a Federal, State, or local entity	2 weeks (10 workdays)	Regular rate of pay
2	Advised to self-quarantine by health care provider due to concerns related to COVID-19		
3	Experiencing symptoms of COVID-19 and seeking a medical diagnosis		
4	Caring for an individual subject to quarantine or isolation order or advised to self-quarantine by health care provider		
5	Caring for son or daughter whose school or childcare provider closed or is unavailable due to a coronavirus public health emergency		
6	Experiencing "other substantially similar condition specified by Secretary of Health and Human Services"		

Emergency Family and Medical Leave Expansion Act (EFMLA)

Under the FFCRA, effective April 1, 2020, all employees (Budgeted, Wage, and Student*) employed with a Texas A&M System Member for at least 30 days are eligible for a 12-week leave of absence for qualifying reasons related to COVID-19, to be paid after the first 2 weeks.*

Reason for Leave	Time Period	Daily Pay Rate/Maximum
Caring for son or daughter whose school or childcare provider closed or is unavailable due to a coronavirus public health emergency	First 2 weeks (10 workdays)	Unpaid (FFCRA paid sick leave applies until exhausted; employee may choose to use other paid leave available under TAMUS policy)
	10 additional Weeks	Regular rate of pay

* Wage or Student employees are eligible for EPSL and EFMLA at the time they are called upon to work and at that time indicate they cannot work due to one of the listed reasons.