

# CSU Employees Covered by Federal COVID-19 Emergency Legislation

## **Families First Coronavirus Response Act (FFCRA)** *signed into law 3.18.20*

**FFCRA** applies to state agencies such as the CSU. To address economic losses resulting from the COVID-19 pandemic, FFCRA enacts a new federal paid sick leave law, and expands the Family and Medical Leave Act and eligibility for unemployment insurance benefits.

### **Emergency Paid Sick Leave**

Full-time employees are entitled to 10 days (80 hours) of paid sick leave when the employee is unable to work (or telework) for circumstances related to COVID-19. Part-time employees are entitled to the hours of paid sick leave equal to the average number of hours they work. There is no minimum employment required for an employee to be eligible.

The federal paid sick leave is in addition to any sick leave benefits already provided by an employer. Any administrative time off that was provided to an employee prior to April 1, 2020 - such as CSU's allotment of 256 paid leave hours to those impacted by COVID-19 - does not count toward the employee's emergency paid sick leave entitlement. The federal 80 hours may be used prior to the employer-provided leave.

Employers cannot require an employee to use personal sick leave prior to using the emergency federal leave, and may not discharge, discipline, or otherwise discriminate against an employee based upon the employee's use of paid sick leave.

### **Emergency Family and Medical Leave Expansion**

Federal Family and Medical Leave Act (FMLA) is expanded to provide up to 12 weeks of job-protected paid leave for employees unable to work (or telework) because they need to care for a child as the result of a closed school, or daycare is no longer available.

After 10 days, employees are paid at two-thirds of their regular pay rate. Paid FMLA leave may be used in conjunction with other employee paid leave, such as vacation and sick leave.

## **Coronavirus Aid, Relief and Economic Security Act (CARES)** *signed into law 3.27.20*

CARES provides \$30.75 billion for K-12 and higher education, with \$14.25 billion allocated for higher education of which \$12 billion is given directly to institutions. Half of the funds provide emergency grants to students.

\$38 billion is allocated to governors to use at their discretion to support the operations of K-12 schools, colleges and universities.

CARES also includes tax incentives to encourage individuals and corporations to make charitable contributions to colleges and universities.

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