

Yuba City Unified School District

**Summary  
of  
Families First Coronavirus Response Act (FFCRA): HR 6201**

The Federal “Families First Coronavirus Response Act,” also known as HR 6201, provides most employees with two weeks of paid leave for coronavirus-related absences under **Emergency Paid Sick Leave Act (EPSLA)**, and **Emergency Family Medical Leave Expansion Act (EFMLEA)** with an added childcare provision. The act recognizes that such leave as provided by HR 6201 shall be available to all District employees in the appropriate circumstances:

**Emergency Paid Sick Leave Act (EPSLA)**

- a. Two weeks (up to 80 hours) of paid sick leave for full-time employees (pro rata for part-time) at the employee’s regular rate of pay (up to \$511 per day and \$5,110 in total) if:
  - (1) The employee is subject to a federal, state, or local quarantine or isolation order related to COVID-19;
  - (2) The employee has been advised by a health care provider to self-quarantine because of COVID-19; or
  - (3) The employee is experiencing symptoms of COVID-19 and is seeking a medical diagnosis.
- b. Two weeks (up to 80 hours) of paid leave for full-time employees (pro rata for part-time) at two-thirds (2/3) the regular rate of pay up to \$200 per day and \$2,000 total if:
  - (4) The employee is caring for an individual subject to an order described in (1) or self-quarantine as described in (2);
  - (5) The employee is caring for a child whose school or place of care is closed (or child care provider is unavailable) for reasons related to COVID-19; or
  - (6) The employee is experiencing any other substantially-similar condition specified by the Secretary of Health and Human Services, in consultation with the Secretaries of Labor and Treasury.

**Emergency Family Medical Leave Act (EFMLEA)**

The extension of FMLA provides an additional use of FMLA leave to employees who have been employed by the District at least 30 days. If an employee is unable to complete his or her normal duties due to the need to provide care for their minor child resulting from a public health emergency closure of their child’s school or place of care. The extension makes these days of paid leave at 2/3 pay after the first 10 days and will pay up to \$200 per day. Employees may use any accrued sick leave to fill any gap in pay resulting from the 2/3 formula in HR 6201.