



Guidance Permitting USM Institutions to Extend the Expiration Date of Leave under the Families First Coronavirus Response Act

The **Families First Coronavirus Response Act (FFCRA or Act)** requires USM institutions to provide certain employees with paid sick leave and expanded family and medical leave for specified reasons related to COVID-19. The FFCRA requires that these provisions will apply through December 31, 2020.

Due to the expected continued impact of COVID-19 in Maryland, this Guidance permits institutions to extend the December 31st ending date to June 30, 2021. The remaining provisions of the Act and its implementation at USM institutions will not change. Employees will not receive additional hours of leave under this Guidance, but will have through June 30th to use any available FFCRA leave hours that have not been used by December 31st. If Congress amends the provisions of FFCRA related to paid sick leave and family and medical leave prior to June 30, 2021, this Guidance will cease to be effective to the extent that it conflicts with such amendments.

Generally, the Act provides that employees of covered employers are eligible for:

- *Two weeks (up to 80 hours) of **paid sick leave** at the employee's regular rate of pay, subject to certain caps, where the employee is unable to work because the employee is quarantined or experiencing COVID-19 symptoms and seeking a medical diagnosis; or*
- *Two weeks (up to 80 hours) of **paid sick leave** at two-thirds the employee's regular rate of pay, subject to certain caps, because the employee is unable to work because of a bona fide need to care for an individual subject to quarantine or to care for their child (under 18 years of age) whose school or child care provider is closed or unavailable for reasons related to COVID-19.*
- *Up to an additional 10 weeks of **paid expanded family and medical leave** at two-thirds the employee's regular rate of pay, subject to certain caps, where an employee, who has been employed for at least 30 calendar days, is unable to work due to a bona fide need for leave to care for their child whose school or child care provider is closed or unavailable for reasons related to COVID-19.*