

Dear YWCA Columbus staff,

In our ongoing efforts to keep everyone as up to date as possible, we wanted to fill you in on the new employment law that many of you have heard about on the news. On March 18, 2020, Congress passed The Families First Coronavirus Response Act (FFCRA) which provides our employees with paid sick leave and expanded family and medical leave **for specified reasons** related to COVID-19. Beginning April 1, 2020, we are required to provide employees with Emergency Paid Sick Leave and Expanded Leave under FMLA if their leave is related to COVID-19. So what does that mean for you?

Employers must provide employees up to two weeks (80 hours, or a part-time employee's two-week equivalent) of paid sick leave at their regular rate of pay where the employee is unable to work because the employee:

1. is subject to a Federal, State, or local quarantine or isolation order related to COVID-19;
2. has been advised by a health care provider to self-quarantine related to COVID-19
3. is experiencing COVID-19 symptoms **and is seeking a medical diagnosis**;

Employers must provide employees up to two weeks (80 hours, or a part-time employee's two-week equivalent) of paid sick leave at two-thirds (2/3) their regular rate of pay where the employee is unable to work because the employee:

- is caring for an individual subject to an order described in (1) or self-quarantine as described in (2);
- is caring for his or her child whose school or place of care is closed (or child care provider is unavailable) due to COVID-19 related reasons. **The YWCA is offering free child care for our essential workers if needed.**
- To care for a child (under 18) whose school or child care provider is closed or unavailable for reasons related to COVID-19. Employees may be eligible for up to an additional 10 weeks of partially paid leave (two-thirds rate of pay) for childcare. **The YWCA is offering free child care for our essential workers if needed.**

Employees should contact the Human Resources Department if you have any questions, need medical forms or want additional information. New leave codes are being set up by ADP, and we'll let you know more as we know more. Remember, unless the specific circumstances apply to you or your family, only your personal PTO time is available to you.

Debbie

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