

Guilford County Emergency Sick Leave

The parameters to qualify for Guilford Extended Emergency Sick Leave (GCESL) will be the same as the Emergency Paid Sick Leave (EPSL), omitting #6. It will be administered as follows:

Paid at 100% up to max of \$511 per day (Category 1-3)

- 1) Employee subject to a federal, state or local quarantine/isolation order related to COVID-19. If position allows, employee will be expected to telework until test result is received. If the result is positive, employee will receive GCESL pay.
- 2) Employee advised by healthcare provider to self-quarantine because infected with, has been exposed to COVID-19, or at high risk of complication from COVID-19. If employee has been exposed to Covid-19 and waiting on test results, if the position allows, employee will be expected to telework until test result is received. If the result is positive, the employee will receive GCESL pay.
- 3) Employee is showing symptoms of COVID-19 and is seeking but hasn't yet received diagnosis. If position allows and employee has the ability to telework until test results are received, employee will receive GCESL pay. Please note, if symptoms are severe, employee will not be expected to work and will receive GCESL pay.

Paid at 66.67% up to max of \$200 per day (Category 4-5)

- 4) Employee is caring for someone subject to federal, state or local quarantine/isolation order related to COVID-19 or who has been advised by healthcare provider to self-quarantine for COVID-19 related reasons.
- 5) Employee is caring for son/daughter because school or childcare is closed or childcare provider is no longer available due to Covid-19 related reason (paid or unpaid childcare)

All exclusions under EPSL (categories 4-5) will continue with GCESL leave per board approval April 8, 2020

Guilford County Emergency FMLA

Guilford County Emergency FMLA (GEFMLA) formerly called Emergency Expanded FMLA (EFMLA) will continue through March 31, 2020 for employees who have not already used or who have not exhausted either their 12 weeks for EFMLA or 12 weeks combined EFMLA and "regular" FMLA as of January 1, 2021. Under this option, any leave taken will be counted against your FMLA entitlement. Employees will likely need continued special arrangements to work due to child care constraints as many schools are still operating remotely and day care may be closed.

All exclusions under EFMLA will continue with GEFMLA leave per board approval April 8, 2020