



## Legislation Text

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### **TITLE**

## **EXTENSION OF GUILFORD COUNTY EMERGENCY SICK LEAVE AND FMLA PLANS**

### **SPONSOR**

Joanette Freeman, Human Resources Director

### **BACKGROUND**

Guilford County employees were eligible for leave under the Families First Coronavirus Response Act (FFCRA) which was signed into law on March 18, 2020. The provisions allowed for paid leave to employees who were unable to work for reasons related to COVID-19. Employee Paid Sick Leave (EPSL) paid up to two (2) weeks, or up to eighty (80) hours, of emergency paid sick leave related to a COVID-19 illness or quarantine, while Emergency Family Medical Leave Act (EFMLA) allowed up to twelve (12) weeks of protected leave due to the need for leave for child care if school or daycare was closed (part-time employees' use is prorated accordingly). Unfortunately, these benefits expired on December 31, 2020.

Guilford County will provide paid leave similar to leave granted under the Families First Coronavirus Response Act, with some updates. The county realizes there may be a need for paid sick leave for employees as cases of COVID-19 continue to increase and will implement an emergency sick leave plan to assist employees in avoiding a leave without pay situation while minimizing use of personal leave. Guilford County Emergency Sick Leave (GCESL), the extended emergency sick leave plan, and Guilford County EFMLA (GEFMLA), the extended emergency FMLA plan, are effective January 1, 2021 and will expire March 31, 2021. This leave *will* require employees to telework (when positions allow) in conjunction with receiving GCESL pay and GEFMLA.

### **BUDGET IMPACT**

## **NO ADDITIONAL COUNTY FUNDS REQUIRED**

### **REQUESTED ACTION**

Approve the Guilford Emergency Sick Leave (GCESL), the extended emergency sick leave,

and Guilford County EFMLA (GEFMLA), the extended emergency FMLA, plans to be effective January 1, 2021 through March 31, 2021.