



Families First Coronavirus Response Act (FFCRA) Policy

Effective June 17, 2022

Statement of Policy

Formerly, the Federal Families First Coronavirus Response Act (FFCRA) provided employees with Emergency Paid Sick Leave (EPSL) for those affected by the COVID-19 pandemic, from April 1, 2020 through December 31, 2020. While the FFCRA expired on December 31, 2020, MPS will continue to extend a limited provision of the EPSL benefit through June 30, 2023. This limited similar EPSL extension is subject to change by MPS at any time and will be superseded by any COVID-19 leave benefits enacted by the state or federal government that MPS is mandated to follow.

Emergency Paid Sick Leave (EPSL)

Emergency paid sick leave will be available for an employee who is unable to work because:

- The employee has tested positive for COVID-19 and is subject to a federal, state, or local isolation order related to COVID-19; or
- The employee is unvaccinated, and is unable to be vaccinated for medical/or other documented reason, and is ordered to quarantine due to being determined a Close Contact of a positive student or staff member at work.

Eligibility for EPSL

All employees, regardless of their tenure with the organization, with full-time or part-time status are eligible to receive this benefit.

Paid Benefits for EPSL

Eligible employees will receive up to five work days of paid emergency sick leave (for one instance of testing positive for COVID-19 or one instance of being deemed a close contact (if unvaccinated) as outlined above) as follows:

- Full-time employees (regularly scheduled to work 40 or more hours per week): 40 hours at their regular rate of pay.
- Part-time employees: the number of hours that the employee works, on average, over a one week period.

If an employee tests positive for COVID-19 a second time, the employee will qualify for up to an additional five days of emergency sick leave upon furnishing appropriate documentation of the second positive COVID-19 test.

Taking Leave

Employees must follow all departmental call-in procedures when using leave provided by this policy and employees must clearly articulate their reason for taking qualifying leave. This EPSL leave entitlement is for a maximum of (5 workdays) in addition to an employee's regular sick leave balance. EPSL does not accrue or rollover, no payout at separation.

Return to Work Following EPSL

Employees are required to follow guidelines established by MPS's Policy and Administrative Guidelines and the Milwaukee Health Department's protocols as it relates to ceasing home isolation/quarantine practices.

General questions about the MPS Families First Coronavirus Response Act (FFCRA) Policy can be sent to COVID19leaves@milwaukee.k12.wi.us.