

## Families First Coronavirus Response Act (FFCRA) Continued under American Rescue Plan Act (ARPA) Paid Leave Requirements Summary

### Emergency Paid Sick Leave (EPSL)

***(Additional reasons added – Effective 4/1/21 - 9/30/21)***

*Under the ARPA, effective April 1, 2021, Texas A&M System Members must provide all employees (Budgeted, Temp/Casual/Wage\*, and Student\*) with up to two weeks (10 days) of paid sick leave for qualifying reasons related to COVID-19, subject to daily and total maximums, as provided in the chart below.*

#	Reason for Leave	Time Period	Daily Pay Rate/Maximum
1	Employee's COVID-19 quarantine or isolation order by a Federal, State, or local entity	2 weeks (10 workdays)	Regular rate of pay
2	Advised to self-quarantine by health care provider due to concerns related to COVID-19		
3	Experiencing symptoms of COVID-19 and seeking a medical diagnosis		
4	Caring for an individual subject to quarantine or isolation order or advised to self-quarantine by health care provider		
5	Caring for son or daughter whose school or childcare provider closed or is unavailable due to a coronavirus public health emergency		
6	Experiencing "other substantially similar condition specified by Secretary of Health and Human Services"		
7	Getting a COVID-19 vaccine		
8	Recovering from an illness or symptoms related to the COVID-19 vaccine		
9	Getting tested or awaiting test results or medical diagnosis for COVID-19 after having close contact with a person with COVID-19 (thus being exposed) OR the test/diagnosis was requested by the employer		

### **Emergency Family and Medical Leave Expansion Act (EFMLA) - Expired 3/31/21 and is no longer available to use**

\* Temp/Casual/Wage or Student employees are eligible for EPSL and EFMLA at the time they are called upon to work and at that time indicate they cannot work due to one of the listed reasons. **Reason #1 revised 5/28/20** to include The Governor's Executive Order GA-14 qualifies a system employee for FFCRA leave due to a "shelter-in-place." It may qualify a system employee for FFCRA leave if their work is not considered an essential service or activity under the Executive Order and if they are unable to fulfill their job responsibilities remotely. **Reason # 7, 8 & 9 added – Effective 4/1/21 – 9/30/21.**