



Employee Update – July 7, 2020

The Office of Human Resources Management (OHRM) will issue periodic updates to Prince George’s County Government employees during the reduction in government operations and the Coronavirus Disease 2019 (COVID-19) pandemic. In each *Employee Update*, you’ll find information and tips from OHRM, the latest COVID-19 information, and additional tips to support you.

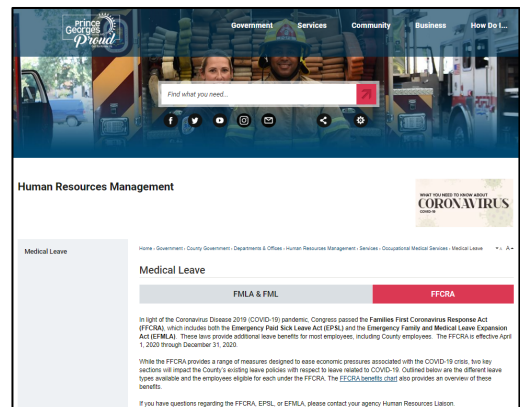
Keep Informed:

Employee Info from Human Resources	County Updates on COVID-19	Tweets from the County Executive	Tips and Info for Working Remotely
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Families First Coronavirus Response Act (FFCRA)

In response to the COVID-19 pandemic, the federal government enacted the **Families First Coronavirus Response Act (FFCRA)** on March 18, 2020, which provides employees with COVID-19 related benefits effective April 1, 2020 through December 31, 2020.

In addition, the County offered supplementary *Administrative Leave - Health and Safety Leave* provisions to support employees with sick leave through this pandemic. As the County continues to assess and monitor the changing employee working conditions and we move into Stage 2 of government operations, the decision has been made to discontinue the supplementary *Administrative Leave - Health and Safety Leave* provisions effective June 30, 2020.



Visit ohrm.mypgc.us > **Services** > **Occupational Medical Services** > [Medical Leave](#). Click on the FFCRA tab for information about the Families First Coronavirus Response Act.

Eligible employees will be able to continue to utilize all COVID-19 related protections and benefits offered through FFCRA. Visit the Office of Human Resources Management webpage for more information on the [Families First Coronavirus Response Act](#) (click on the FFCRA tab on the page).

FFCRA Benefits for Employees

The Families First Coronavirus Response Act (FFCRA) includes both the Emergency Paid Sick Leave Act (EPSL) and the Emergency Family and Medical Leave Expansion Act (EFMLA). These laws provide additional leave benefits for most employees, including County employees. The FFCRA is effective April 1, 2020 through December 31, 2020.

- **Emergency Paid Sick Leave (EPSL)**— provides up to 80 hours of temporary new emergency paid sick leave to eligible employees who are unable to report to work or telework due to one of six eligible COVID-19 related reasons.

- **Emergency Family and Medical Leave Expansion Act (EFMLA)**—provides up to 12 workweeks of job and healthcare benefit protected leave to employees who are unable to report to work or telework due to a need to care for their child under the age of 18 whose school or place of care is closed due to COVID-19. Unlike the current Family Medical Leave Act (FMLA), EFMLA allows leave only for school or childcare closures related to COVID-19 and will provide paid leave after 10 days under this category. If an employee seeks to claim this benefit, the first 10 days are unpaid but may be supplemented with other leave, including EPSL.

More Information About FFCRA

For more information, including coverage details, eligibility, and related forms, please visit ohrm.mypgc.us > Services > Occupational Medical Services > [Medical Leave](#). Click on the FFCRA tab for information about the Families First Coronavirus Response Act, Emergency Paid Sick Leave, and Emergency Family and Medical Leave Expansion Act.

FFCRA Resources

Prince George's County Government

- [FFCRA: Employee Webinar Presentation Recording](#)
Note County employees must login with their County email address and password to access this training on the County Learning Management System. Instructions on how to login to the LMS can be found [online here](#).
- [FFCRA: Employee Webinar Presentation Handout](#)
- [FFCRA Benefits Chart for County Employees](#)
- [FFCRA Frequently Asked Questions \(OHRM\)](#)

U.S. Department of Labor

- [FFCRA: Employee Paid Leave Rights](#)
- [FFCRA: Employer Paid Leave Requirements](#)
- [FFCRA: Questions and Answers](#)
- [FFCRA Employee Rights Poster](#)

Questions

If you have questions about the Families First Coronavirus Response Act (FFCRA), please contact your agency's HR Liaison.

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