LSCO Human Resources

The U.S. Government recently enacted the Families First Coronavirus Response Act which provides COVID-19-related leave as provided below. These options are in addition to the leave LSCO regularly provides full-time benefit eligible employees, and the emergency leave provided for employees under the flexible work arrangements.

Emergency Paid Sick Leave

Effective dates: April 1 through December 31, 2020

Eligible employees: Any LSCO employee

Amount of leave:
- Full time employees: up to 80 hours
- Part-time employees: the average hours the employee works over a two-week period

Eligible circumstances: When, due to COVID-19 conditions, an employee is unable to be physically present or telework and is:

1. subject to a Federal, State, or local quarantine or isolation order;
2. advised by a health care provider to self-quarantine;
3. experiencing COVID-19 symptoms and is seeking a medical diagnosis;
4. caring for an individual subject to an order described in (1) or self-quarantined as described in (2);
5. caring for a child whose school or place of care is closed; or
6. experiencing any other substantially-similar condition specified by federal or state authorities.

Rate of pay for leave:

For situations listed in 1 through 3 above, LSCO will pay an employee their full rate of pay not to exceed $511 per day.

For situations listed in 4 through 6 above, LSCO will pay employee’s at a rate of 2/3 their normal rate of pay not to exceed $200 per day.

Emergency Family and Medical Leave Expansion Act for Child Care Conditions

Effective dates: April 1 – December 31, 2020

Eligible employees: Any LSCO employee that has been employed for at least 30 days

Amount of leave:
- Up to twelve weeks in total

Eligible circumstances: When, due to COVID-19 conditions, an employee is unable to be physically present or telework due to a need to care for a child under 18 years of age due to closure of the child’s school or place of care, or unavailability of the child care provider.
Rate of pay for leave:

For the first two weeks of leave:

The employee may use available accrued leave, Emergency Paid Sick Leave (described above), or leave without pay.

For weeks three through twelve (subject to continued unavailability of school or child care)

The employee shall receive two-thirds of the individual’s salary, provided the amount of paid sick leave shall not exceed $200 a day.

Reporting:

Employees must discuss the situation giving rise to leave directly with their supervisors and report same via the forms distributed by Human Resources.

***Please know that the Department of Labor is in the process of drafting regulations for the FFCRA. Guidance above may be altered by subsequent statutes, regulations, or institutional needs. ***