

# BENEFIT ALERT

WHATCOM COUNTY HUMAN RESOURCES – PERIODIC UPDATE ON HEALTH & WELFARE BENEFITS

## Changes to Federal Emergency Leave for COVID-19 - Effective May 3, 2020

In order to decrease current operating costs, we are no longer able to provide enhanced payments for Emergency Sick Leave and Emergency FMLA.

Starting May 3, 2020, these leave types will be available as shown in the chart below. If you choose, you can use your own accruals to supplement these payments so you are receiving your full hourly rate.

Starting May 3, employees must submit an [COVID-19 Leave Request](#) to HR in order to use this leave.

Emergency Sick Leave (ESL)	Pay Type
<p><b>Eligibility:</b> All employees, 80 hours (pro-rated for part-time)</p> <p><b>Paid at 100% of full pay to a max of \$511 per day if you are unable to work or telework because you are:</b></p> <ul style="list-style-type: none"> <li>• Quarantined by local, state or federal order</li> <li>• Advised to self-quarantine due to COVID-19 concerns by health care provider</li> <li>• Experiencing COVID-19 symptoms and seeking medical diagnosis</li> </ul> <p><b>Paid at 2/3 of regular pay to a max of \$200 per day if you are unable to work or telework because you are:</b></p> <ul style="list-style-type: none"> <li>• Caring for an individual who is quarantined by local, state or federal order,</li> <li>• Caring for a individual who is advised to self-quarantine due to COVID-19 concerns by health care provider</li> <li>• Caring for your own minor child if school or place of care is closed or child care provider unavailable due to public health emergency.</li> </ul>	<p>Pay type 751 for all reasons regarding your own care.</p> <p>Pay type 752 for all reasons to care for an individual related to COVID-19.</p> <p>Pay type 749 for care of child due to school or childcare unavailability.</p>
Emergency Family and Medical Leave (EFMLA)	Pay Type
<p><b>Eligibility:</b> Employees who have worked for Whatcom County for at least 30 days, full or part time, are eligible for leave to care for their minor child due to school or child care closure or unavailability.</p> <p><b>Paid Leave:</b></p> <ul style="list-style-type: none"> <li>• The first 10 days are unpaid (employee can use accruals including emergency sick leave)</li> <li>• The next 10 weeks are paid at 2/3 of regular pay to a max of \$200 per day.</li> </ul>	<p>First 10 days, Pay type:</p> <ul style="list-style-type: none"> <li>○ 802 if unpaid</li> <li>○ 749 if using ESL</li> <li>○ 747 if using regular sick leave</li> <li>○ 714 if using vacation / PTO</li> <li>○ 716 if using personal holiday</li> </ul> <p>After that, Pay type 748</p>

[Visit COVID-19 Resources for County Employees for Current Information](#)