Paid Federal Leave Related to COVID-19

This chart addresses State employee paid federal leave options related to COVID-19: Emergency Sick Leave and Emergency FMLA Leave. These leaves are available April 1, 2020 – December 31, 2020. This chart does not address paid State leave options except to the extent those options can supplement paid federal leave where such leave does not provide 100% of the employee’s regular rate of pay.”

August 24, 2020

Please Note:
- SAMII HR Leave Codes are in RED
- Intermittent leave situations or team members who have already exhausted a portion of their FMLA entitlement may follow a different route
- Team members are not required to use federal paid leave before state paid leave, or vice versa.
- Emergency responders and healthcare workers are excluded from paid federal leave options

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**Consider paid State leaves: sick, borrowed, annual, comp time**

**From third week to end of FMLA leave entitlement, when Emergency Sick Leave is exhausted, or preference is to use state leave:**

- CPHEF – Emergency FMLA Leave: two-thirds of regular rate of pay

**State leave available for supplementation (one-third of regular rate of pay):**

- ALFFM – Annual Leave Family FMLA
- SLFFM – Sick Leave Family FMLA
- FCFFM – Federal Comp Family FMLA
- HCFFM – Holiday Comp Family FMLA
- SCFFM – State Comp Family FMLA
- LNPFF – Leave Without Pay FMLA

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**Subject to COVID-19 quarantine/isolation order?**

- Yes
  - Advised by health care provider to self-quarantine due to COVID-19 concerns?
    - Yes
      - Experiencing COVID-19 symptoms and seeking medical diagnosis?*
        - Yes
          - Caring for individual subject to COVID-19 (1) quarantine/isolation order or (2) self-quarantine advice by health care provider?
            - No
              - No paid federal leave available
            - Yes
              - Caring for son/daughter whose school/place of care has closed or whose child care provider is unavailable due to COVID-19?
                - No
                  - No paid federal leave available
                - Yes
                  - Employed at least thirty days?
                    - Yes
                      - First two weeks:
                        - COVSF – Emergency Sick Leave: two-thirds of regular rate of pay – up to 80 hours
                      - State leave available for supplementation (one-third of regular rate of pay):
                        - ALC33 – Annual Leave for 1/3 pay
                        - SLC33 – Sick Leave for 1/3 pay
                        - FCC33 – Federal Comp for 1/3 pay
                        - HCC33 – Holiday Comp for 1/3 pay
                        - SCC33 – State Comp for 1/3 pay
                        - LNP33 – Leave No Pay for 1/3
                      - **NOTE:** As of 8/24/20 Borrowed leave is not available for school, daycare, and similar closures.*
                    - No
                      - No paid federal leave available
                    - **COVSL** – Emergency Sick Leave: regular rate of pay
                      - Two weeks – up to 80 hours – maximum
                      - State leave available for supplementation (one-third of regular rate of pay):
                        - ALC33 – Annual Leave for 1/3 pay
                        - SLC33 – Sick Leave for 1/3 pay
                        - FCC33 – Federal Comp for 1/3 pay
                        - HCC33 – Holiday Comp for 1/3 pay
                        - SCC33 – State Comp for 1/3 pay
                        - LNP33 – Leave No Pay for 1/3
                      - COVSC – Emergency Sick Leave: two-thirds of regular rate of pay
                      - Two weeks – up to 80 hours – maximum
                      - State leave available for supplementation (one-third of regular rate of pay):
                        - ALC33 – Annual Leave for 1/3 pay
                        - SLC33 – Sick Leave for 1/3 pay
                        - FCC33 – Federal Comp for 1/3 pay
                        - HCC33 – Holiday Comp for 1/3 pay
                        - SCC33 – State Comp for 1/3 pay
                        - LNP33 – Leave No Pay for 1/3
                      - BRW33* – Borrowed Leave for 1/3 pay
                      - **COVC7** – Emergency FMLA Leave: two-thirds of regular rate of pay
                      - Two weeks – up to 80 hours – maximum
                      - State leave available for supplementation (one-third of regular rate of pay):
                        - ALFFM – Annual Leave Family FMLA
                        - SLFFM – Sick Leave Family FMLA
                        - FCFFM – Federal Comp Family FMLA
                        - HCFFM – Holiday Comp Family FMLA
                        - SCFFM – State Comp Family FMLA
                        - LNPFF – Leave Without Pay FMLA
                      - From third week to end of FMLA leave entitlement, when Emergency Sick Leave is exhausted, or preference is to use state leave :
                        - CPHEF – Emergency FMLA Leave: two-thirds of regular rate of pay
                        - State leave available for supplementation (one-third of regular rate of pay):
                          - ALFFM – Annual Leave Family FMLA
                          - SLFFM – Sick Leave Family FMLA
                          - FCFFM – Federal Comp Family FMLA
                          - HCFFM – Holiday Comp Family FMLA
                          - SCFFM – State Comp Family FMLA
                          - LNPFF – Leave Without Pay FMLA

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**No**

- Are you unable to work or telework due to COVID-19?
  - Yes
    - Consider paid State leaves: sick, borrowed, annual, comp time
  - No
    - Experiencing COVID-19 symptoms and seeking medical diagnosis?*
      - Yes
        - Caring for individual subject to COVID-19 (1) quarantine/isolation order or (2) self-quarantine advice by health care provider?
          - No
            - No paid federal leave available
          - Yes
            - Caring for son/daughter whose school/place of care has closed or whose child care provider is unavailable due to COVID-19?
              - No
                - No paid federal leave available
              - Yes
                - Employed at least thirty days?
                  - Yes
                    - First two weeks:
                      - COVSF – Emergency Sick Leave: two-thirds of regular rate of pay – up to 80 hours
                      - State leave available for supplementation (one-third of regular rate of pay):
                        - ALC33 – Annual Leave for 1/3 pay
                        - SLC33 – Sick Leave for 1/3 pay
                        - FCC33 – Federal Comp for 1/3 pay
                        - HCC33 – Holiday Comp for 1/3 pay
                        - SCC33 – State Comp for 1/3 pay
                        - LNP33 – Leave No Pay for 1/3
                      - **NOTE:** As of 8/24/20 Borrowed leave is not available for school, daycare, and similar closures.*
                    - No
                      - No paid federal leave available
                    - **COVSL** – Emergency Sick Leave: regular rate of pay
                      - Two weeks – up to 80 hours – maximum
                      - State leave available for supplementation (one-third of regular rate of pay):
                        - ALC33 – Annual Leave for 1/3 pay
                        - SLC33 – Sick Leave for 1/3 pay
                        - FCC33 – Federal Comp for 1/3 pay
                        - HCC33 – Holiday Comp for 1/3 pay
                        - SCC33 – State Comp for 1/3 pay
                        - LNP33 – Leave No Pay for 1/3
                      - COVSC – Emergency Sick Leave: two-thirds of regular rate of pay
                      - Two weeks – up to 80 hours – maximum
                      - State leave available for supplementation (one-third of regular rate of pay):
                        - ALC33 – Annual Leave for 1/3 pay
                        - SLC33 – Sick Leave for 1/3 pay
                        - FCC33 – Federal Comp for 1/3 pay
                        - HCC33 – Holiday Comp for 1/3 pay
                        - SCC33 – State Comp for 1/3 pay
                        - LNP33 – Leave No Pay for 1/3
                      - BRW33* – Borrowed Leave for 1/3 pay
                      - **COVC7** – Emergency FMLA Leave: two-thirds of regular rate of pay
                      - Two weeks – up to 80 hours – maximum
                      - State leave available for supplementation (one-third of regular rate of pay):
                        - ALFFM – Annual Leave Family FMLA
                        - SLFFM – Sick Leave Family FMLA
                        - FCFFM – Federal Comp Family FMLA
                        - HCFFM – Holiday Comp Family FMLA
                        - SCFFM – State Comp Family FMLA
                        - LNPFF – Leave Without Pay FMLA
                      - From third week to end of FMLA leave entitlement, when Emergency Sick Leave is exhausted, or preference is to use state leave :
                        - CPHEF – Emergency FMLA Leave: two-thirds of regular rate of pay
                        - State leave available for supplementation (one-third of regular rate of pay):
                          - ALFFM – Annual Leave Family FMLA
                          - SLFFM – Sick Leave Family FMLA
                          - FCFFM – Federal Comp Family FMLA
                          - HCFFM – Holiday Comp Family FMLA
                          - SCFFM – State Comp Family FMLA
                          - LNPFF – Leave Without Pay FMLA

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*NOTE: As of 8/24/20 Borrowed leave is not available for school, daycare, and similar closures.*