



Dear Team Members,

Thank you for your continued efforts in support of Missouri citizens during these uncertain times. Teammates continue to do the hard work of keeping government operating at very high levels of service. It is great to know that most of our teammates are either working remotely or coming into state office buildings to deliver services.

On April 1st 2020, the federal Emergency Paid Sick Leave Act (EPSLA) and the Emergency Family and Medical Leave Expansion Act (EFMLA) went into effect. These acts provide for additional paid leave that you may be eligible for depending on a handful of criteria. These criteria and additional information about the EPSLA and the EFMLA have been incorporated into our current COVID-19 leave guidance. This updated leave guidance and detailed FAQs are attached to this email.

A few things to note as you review the guidance:

- Section A is a new section outlining the provisions of the new federal guidance.
- New updated DHSS/CDC guidelines for returning to work after illness are included. Please note that direct care facilities may have somewhat different guidelines for returning to work. Those departments with direct care facilities include: DMH, DOC, Veterans, DSS

The FAQs and Leave Guidance are attached and posted at our OA employee resource page at <https://oa.mo.gov/personnel/state-team-member-resources>. Please review these documents and reach out to your department HR teams with any questions or direction on how to code your time.

We will continue to update you as the situation changes. Again, thank you and please keep you and your families healthy by following the recommendations from [DHSS web page](#).

Sincerely,

Commissioner Sarah Steelman

Office of Administration

- [Leave Guidance Memo v4.pdf](#)
- [Leave Guidance FAQs updated 4.8.20.pdf](#)