

COVID Leave Decisions

Updated 03/30/20

What leave do I have available to me due to COVID-related situations?

COVID Leave:	Paid leave provided in the event that the County is under an active stay-at-home order and there is no work available for the Employee to complete (at home or in the workplace).
EFML Leave (Unpaid):	Unpaid leave authorized under the Families First Coronavirus Response Act for the 80 hours of leave due to school or daycare closure related to COVID-19. It can be replaced by EPSL Leave or traditional banked leave, if available.
EFML Leave (Paid):	Paid leave authorized under the Families First Coronavirus Response Act for an additional 400 hours of leave due to school or daycare closure related to COVID-19. It is paid at 2/3 the base rate up to a defined cap. The remaining 1/3 pay can be replaced by traditional banked leave, if available.
EPSL Sick Leave:	Paid leave authorized under the Families First Coronavirus Response Act for 80 hours of leave available for defined COVID-related situations. It is paid at the base rate up to a defined cap.
Regular Banked Leave:	Sick Leave, Annual Leave, Comp Time and Floating Holiday.
Leave-without-Pay (LWOP):	Unpaid leave that may be authorized by an Elected Official or Department Head in the event that an employee must be out of the workplace due to “a qualified need related to COVID-19” and no paid leave is available.

When do I use which leave?

	Work Situation	Employee is Eligible For
Grant County views all government workers essential (although not always assigned to essential duties)	Employee assigned to essential duties	- Normal Compensation
	Employee assigned to non-essential duties (working from home)	
	Employee assigned to non-essential duties (in workplace under “social distancing”)	
	Employee sent home (under WA stay-at-home order) because no work is available	- COVID Leave (03/25 – 04/01) - EPSL Sick Leave - Leave Without Pay
	Employee caring <u>their</u> son or daughter due to school/daycare closure because of COVID-19.	- EFML Leave - EPSL Sick Leave - Regular Banked Leave - Leave Without Pay
	Employee caring <u>another child</u> due to school/daycare closure because of COVID-19.	- Regular Banked Leave - Leave Without Pay
	Employee subject to Federal, State, or local quarantine or isolation order related to COVID-19	- EPSL Sick Leave - Regular Banked Leave - Leave Without Pay
	Employee advised by health care provider to self-quarantine due to concerns related to COVID-19.	
	Employee experiencing symptoms of COVID-19 and seeking a medical diagnosis.	
	Employee caring for an individual subject to the three previous situations (above).	
	Employee self-quarantined (<u>not</u> advised by health care provider).	- Regular Banked Leave - Leave Without Pay
	Employee caring for an individual is self-quarantined (<u>not</u> advised by health care provider).	- Regular Banked Leave - Leave Without Pay
Employee is sick due to non-COVID-19 issues or taking non-health related personal time.	- Regular Banked Leave (following normal policies)	