

# JOB-PROTECTED LEAVES

(For illustrative purposes only. Contact HR for complete details)

## FAMILY AND MEDICAL LEAVE ACT (FMLA)

## CALIFORNIA FAMILY RIGHTS ACT (CFRA)

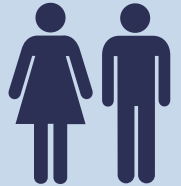
UNPAID



- Birth
- Adoption
- Foster Care

Up to  
**12**  
weeks in 12 months

- Serious health condition of employee or family member



PAID

## FAMILIES FIRST CORONAVIRUS RESPONSE ACT (FFCRA)

### EMERGENCY FAMILY AND MEDICAL LEAVE EXPANSION ACT

#### **(FOR CHILDCARE REASONS ONLY)**



- Qualifying Reason: Employee is unable to work (or telework) due to a need for leave to care for child under 18 if school or daycare is closed or unavailable
- Duration: Up to 12 weeks
- Pay Status:
  - First 2 weeks may be unpaid (or can use accrued leaves or Emergency Paid Sick Leave - see section below)
  - Remaining 10 weeks of leave is paid at 2/3 of salary, subject to caps (may supplement with accrued leaves)



Up to  
**80**  
hours of paid leave

FFCRA period:  
4/1/20  
to  
12/31/20

### EMERGENCY PAID SICK LEAVE ACT

#### **(FOR EMPLOYEE ONLY)**

- Qualifying Reasons - Employee is:
  - Subject to COVID-19 quarantine or isolation orders
  - Advised by a health care provider to self-quarantine due to COVID-19
  - Experiencing symptoms of COVID-19
- Duration: Up to 80 hours of paid leave
- Paid Leave is Subject to Caps:
  - \$511/day for COVID-19 absence reasons for employee
  - \$200/day for school/daycare/childcare closure; or care for a qualified individual due to COVID-19 related reasons



CONTACT HR FOR FURTHER INFORMATION

- Paid leave eligible COVID-19 reasons
- Paid leave caps
- Any other questions



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