The Families First Coronavirus Response Act enacted by the Department of Labor goes into effect today, Apr. 1, 2020. The act is meant to assist employees during COVID-19 by providing additional leave options. These new options are available through Dec. 31, 2020.

Since the announcement of this legislation, MSU has been working to implement these new options for our employees. Employees in your colleges and units are likely to have questions related to both new and existing leave options. We are providing several resources to assist in answering those questions.

New leave options include:

1. Emergency Family and Medical Leave Act (EFMLA)
2. Emergency Paid Sick Leave (EPSL)

**EFMLA**

The federal government has expanded this option to provide up to 12 weeks of partially paid coronavirus-related family leave. Eligible employees may take this leave if they are unable to work or telework due to the need to care for a minor child whose school or daycare is closed, or daycare is unavailable, due to COVID-19.

**EPSL**

This new leave provides up to 80 hours of full or partially paid leave for eligible employees for the following reasons:

1. the employee is subject to a government-ordered quarantine or isolation order related to COVID-19
2. the employee has been advised by a health care provider to self-quarantine due to concerns related to COVID-19
3. the employee is experiencing COVID-19 symptoms and is seeking medical diagnosis
4. the employee is caring for an individual who is subject to a government-ordered quarantine or a health care provider’s recommendation to self-quarantine
5. the employee is caring for a child whose school or place of care has been closed due to COVID-19
6. the "employee is experiencing any other substantially similar condition specified by the Secretary of Health and Human Services in consultation with the Secretary of the Treasury and the Secretary of Labor."

Effective Apr. 2, 2020, the EPSL will now replace the University’s up to 80 hours of sick time against future sick accruals for those whose sick, vacation, and personal time was insufficient to cover their absence.

Resources

You can view more detailed information on these leave options including who is eligible, key provisions, pay, etc. on the MSU HR website. This includes information for employees on how to apply for leave. Please note that due to the nature of their jobs, MSU PD staff and MSU Health Team staff and providers are excluded from both the EFMLA and EPSL leave programs.

We will be notifying employees of these new leave options. If you or your employees have questions about these leave options, contact the MSU HR Leaves Team at HR.EPSL-EFMLA@hr.msu.edu.

During this fluid pandemic, please know that university leadership is continuing to evaluate how best to care for employees while also providing fair workplace options that follow federal and state guidelines. More information will be available in the coming weeks regarding any additional changes.