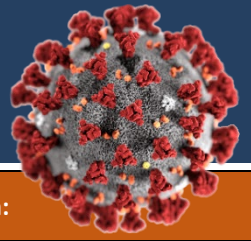


COVID-19 ELIGIBLE LEAVE RELATED TO COVID-19



If I am a County Employee* Who Is:	What Am I Eligible For?	Additional Information:
Subject to a mandatory or precautionary order of quarantine or isolation (14 days) issued by the Nassau County Department of Health, or any government entity duly authorized to issue such order due to COVID-19	<p>Work remotely, if possible and if temporary arrangement is approved by your Department/Agency Head</p> <p>If not, pursuant to the Families First Coronavirus Response Act (FFCRA) and the New York State Law, you are provided 14 days (calendar) of job-protected fully paid sick leave, without charge to accruals, during the period of the mandatory or precautionary quarantine or isolation</p>	If additional leave, beyond 14 days, is required for mandatory or precautionary order of quarantine or isolation, you may be eligible for other types of leave, including, but not limited to, leave pursuant to the Family and Medical Leave Act (FMLA) and/or leave provisions of the contract or ordinance
Advised by a health care provider to self-quarantine due to COVID-19	<p>Work remotely, if possible and if temporary arrangement is approved by your Department/Agency Head</p> <p>If not, effective April 1, 2020 and pursuant to the Families First Coronavirus Response Act (FFCRA), employees unable to work or telework due to the need for leave to self-quarantine, as directed by a health care provider, are provided 14 days (calendar) of paid leave, up to \$511/daily, without charge to accruals, during the period of self-quarantine</p>	If additional leave, beyond 14 days, is required for self-isolation, you may be eligible for other types of leave, including, but not limited to, leave pursuant to the Family and Medical Leave Act (FMLA) and/or contractual leave provisions
Experiencing COVID-19 symptoms and is seeking a medical diagnosis	<p>Work remotely, if possible and if temporary arrangement is approved by your Department/Agency Head</p> <p>If not, effective April 1, 2020 and pursuant to the Families First Coronavirus Response Act (FFCRA), employees unable to work or telework due to the need for leave related to experiencing COVID-19 symptoms and is seeking a medical diagnosis, are provided 14 days (calendar) of paid leave, up to \$511/daily, without charge to accruals</p>	If additional leave, beyond 14 days, is required, you may be eligible for other types of leave, including, but not limited to, leave pursuant to the Family and Medical Leave Act (FMLA) and/or contractual leave provisions
Required to Care for a Family Member (e.g. a sick family member)	<p>Work remotely, if possible and if temporary arrangement is approved by your Department/Agency Head</p> <p>If not, effective April 1, 2020 and pursuant to the Families First Coronavirus Response Act (FFCRA), employees unable to work or telework due to a need for leave to care for a family member that is subject to an order of quarantine issued by the Nassau County Department of Health, or any government entity duly authorized to issue such order due to COVID-19, or advised by a health care provider to self-quarantine due to COVID-19, will be paid 2/3 the regular rate of pay for the number of hours the employee would be otherwise scheduled to work, capped at \$200/day for a period of 14 days (calendar), without charge to accruals</p>	You may be eligible for other types of leave, including, but not limited to, leave pursuant to the Family and Medical Leave Act (FMLA) and/or contractual leave provisions
Required to Care for a Dependent whose school is closed in a public health emergency	<p>Work remotely, if possible and if temporary arrangement is approved by your Department/Agency Head</p> <p>If not, effective April 1, 2020 and pursuant to the Families First Coronavirus Response Act (FFCRA), employees unable to work or telework due to a need for leave to care for his/her child (under 18 years old) if the Child's school or place of care has been closed or the child's childcare provider is unavailable due to an emergency with respect to COVID-19 declared by a Federal, State or local authority, employees are provided 2 weeks (10 working days) of leave.</p> <p>This leave may be extended for an additional 10 weeks pursuant to the Emergency Family Leave Expansion Act (EFMLEA). Employees will be paid 2/3 the regular rate of pay for the number of hours the employee would otherwise be scheduled to work, capped at \$200/day (\$10,000 in aggregate), without charge to accruals. Employees are eligible for this leave if the employee has been employed for a least 30 days prior to their leave request.</p>	If employees exceed the approved amount of leave, you may be eligible for leave pursuant to contractual leave provisions

Unionized employees should refer to their collective bargaining agreement. In certain circumstances, employees may be eligible to receive Supplemental Leave and/or Donated Leave.

Ordinance employees should refer to Nassau County Ordinance 543-1995, as amended. In certain circumstances, employees may be eligible for additional leave benefits.

Family and Medical Leave Act (FMLA): If an eligible employee is absent for an illness or to care for a family member, the absence may qualify for FMLA. Employees should contact their Departmental Human Resources Representative to obtain, complete and remit all appropriate paperwork.

Part-Time and Seasonal employees are eligible for leave for the number of hours that the employee is normally scheduled to work over that period.

To be eligible for leave pursuant to the EFMLEA, employee must have been employed for at least 30 days prior to the leave request. Leave taken pursuant to FFCRA can be utilized through 12/31/2020.

* Consistent with FFCRA, the County excludes from coverage all emergency responders and medical providers within the County including, but not limited to, all employees in the Departments/Offices of Emergency Management, Fire Commission, Health, Probation, Police, Public Works, Medical Examiners, Sheriff and Correctional Center. However, these employees may be entitled to additional benefits provided by their respective collective bargaining agreements and or ordinance.

