

COVID-19 Related Paid Leave Programs As of 7/12/2020

Program Details	Special Consideration Temporary Paid Leave (TLP)	Coronavirus Paid Administrative Leave (CPAL)	Non-Telecommuting Workers Leave (NTWL)	Families First Coronavirus Response Act (FFCRA)
Eligibility	Employees who are benefits eligible and student employees age 65 or greater or have an underlying medical condition based on CDC Guidelines. *Excludes: Temporary Hourly, Intermittent, Rehired Annuitants, and Special Consultants.	Employees who are benefits eligible and student employees. *Excludes: Temporary Hourly Intermittent, Rehired Annuitants, and Special Consultants	Employees who are benefits eligible	Paid Sick Leave: All Employees Expanded Family and Medical Leave: All employees employed for at least 30 days. *Excludes: Emergency responders and Health Care Workers for qualifying reasons 4 and 5 cited on request form.
Effective Dates	3/15/2020 through 7/12/2020	3/23/2020 through 12/31/2020	5/01/2020 through 6/30/2020 *or until required to return to work, whichever occurs first	4/01/2020 through 12/31/2020
Qualifying Reasons for Leave	Is not operationally feasible for the employee's position to work remotely	Unable to work due to one of the following: <ul style="list-style-type: none"> Employee COVID-19 related illness Family COVID-19 related illness As directed by healthcare provider As directed by appropriate administrator School of daycare closure requiring employee to be at home with child(ren) or dependent(s), and it is not operationally feasible to work remotely or in conjunction with the childcare commitment. 	Unable to work due to <u>all</u> of the following: <ul style="list-style-type: none"> Unable to work remotely based on the employee's work duties. On-site work is unavailable due to altered campus business operations. Employee has exhausted all leaves available under CPAL. 	Unable to work due to one of the following: <ul style="list-style-type: none"> Federal, state, or local quarantine or isolation order. Advised by health care provider to self-quarantine. Have symptoms and seeking (or have sought) a diagnosis. Caring for individual who is subject to quarantine or has been advised by a health care provider to self-quarantine. Care for child(ren) because their school or childcare provider is closed or unavailable.
Amount of Paid Leave Available	Normal work schedule until otherwise notified by the University	256 hours of paid administrative leave prorated according to the percentage of timebase of the appointment.	304 hours of paid administrative leave prorated according to the percentage of timebase of the appointment.	<ul style="list-style-type: none"> 80 hours paid sick leave for all Qualifying Reasons, and/or 2 weeks of unpaid and 10 weeks of paid Expanded Family and Medical Leave for school or daycare closure
Employee Substantiation	Self-Certification on Request for CSU Temporary Paid Leaves (TLP, CPAL, & NTWL) Form	Self-Certification on Request for CSU Temporary Paid Leaves (TLP, CPAL, & NTWL) Form	Self-Certification on Request for CSU Temporary Paid Leaves (TLP, CPAL, & NTWL) Form	Self-Certification on FFCRA Request Form . Necessary for All Qualifying Reasons for Leave