


MEMORANDUM

DATE: December 28, 2020
TO: All Employees
CC: Recognized Employee Organizations
FROM:  Aaron Donato, Labor Relations Manager
SUBJECT: **EFMLA and EPSL Benefits End December 31, 2020**

The purpose of this memorandum is to advise all employees that effective December 31, 2020, the Congress-enacted temporary provisions authorized by the Families First Coronavirus Response Act (FFCRA) end. This means that:

- Employees are no longer eligible for the (up to) 80 hours of City-paid sick leave under the Emergency Paid Sick Leave Act (EPSLA).
- Employees are no longer eligible for the (up to) 10 weeks of paid, and 2 weeks unpaid, emergency family and medical leave for COVID-19 absences related to childcare and school closures under the Emergency Family and Medical Leave Expansion Act (EFMLEA).

Employees requiring leave to care for themselves or family members may still apply for a protected leave under the Family and Medical Leave Act (FMLA) or the California Family Rights Act (CFRA), or for an unprotected leave in accordance with [City policy](#).

The City's relaxed sick leave policy for absences related to COVID-19 remains in effect:

- Employees who utilize absent without pay for reasons related to COVID-19 should use the TRC: AWP19.
- Employees who utilize sick leave for reasons related to COVID-19 should continue to use the TRC: SICK19.

The Department of Human Resources, Leave Administration Unit, has resumed sick leave usage audits for employee absences which are unrelated to COVID-19.

Employees' questions related to this memo should be addressed through an employee's chain of command.