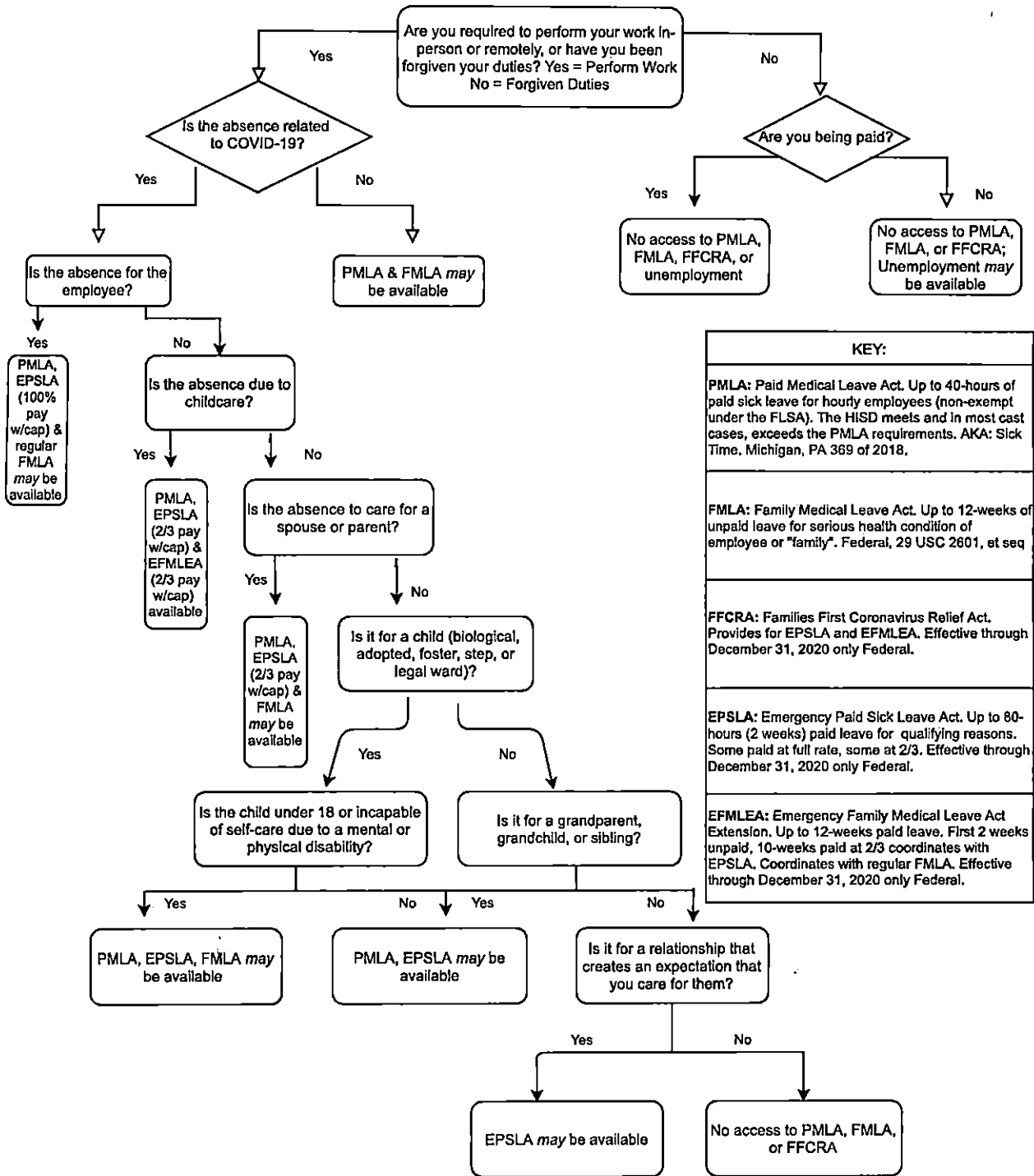


# Employee Access to PMLA, FMLA, FFCRA (EPSLA & EFMLEA) and Unemployment

This chart does not cover paid or unpaid leave benefits provided by collective bargaining agreements or employee handbooks



KEY:
<b>PMLA:</b> Paid Medical Leave Act. Up to 40-hours of paid sick leave for hourly employees (non-exempt under the FLSA). The HISD meets and in most cast cases, exceeds the PMLA requirements. AKA: Sick Time. Michigan, PA 369 of 2018.
<b>FMLA:</b> Family Medical Leave Act. Up to 12-weeks of unpaid leave for serious health condition of employee or "family". Federal, 29 USC 2601, et seq
<b>FFCRA:</b> Families First Coronavirus Relief Act. Provides for EPSLA and EFMLEA. Effective through December 31, 2020 only Federal.
<b>EPSLA:</b> Emergency Paid Sick Leave Act. Up to 80-hours (2 weeks) paid leave for qualifying reasons. Some paid at full rate, some at 2/3. Effective through December 31, 2020 only Federal.
<b>EFMLEA:</b> Emergency Family Medical Leave Act Extension. Up to 12-weeks paid leave. First 2 weeks unpaid, 10-weeks paid at 2/3 coordinates with EPSLA. Coordinates with regular FMLA. Effective through December 31, 2020 only Federal.

Huron ISD \* July 28, 2020

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