



Nonappropriated Fund Workforce

Paid Sick Leave And Expanded Family And Medical Leave Under The Families First Coronavirus Response Act

Employment Category	Family Medical Leave Act (FMLA) Coverage	Families First Coronavirus Response Act Applicable from April 1, 2020 through December 31, 2020	
		Paid Leave	Expanded Family and Medical Leave (EFMLA)
<ul style="list-style-type: none"> <li>• <b>Regular Full Time (RFT)</b></li> <li>• <b>Regular Part Time (RPT)</b></li> <li>• <b>Flexible employees in regularly scheduled continuing positions</b> (without a documented time limitation, or a "not-to-exceed" date) who have completed at least 12 months of service. The months of service are not required to be 12 recent or consecutive months.</li> </ul>	<p><b>Covered by Title II</b> These employees' FMLA coverage is governed by Office of Personnel Management Regulations in 5 CFR, Part 630, Subpart L.</p>	<p>Eligible for up to two weeks (80 hours, or a part-time employee's two-week equivalent) paid leave for when employee is unable to work (or unable to telework) because the employee:</p> <ol style="list-style-type: none"> <li>1. is subject to a Federal, State, or local quarantine or isolation order related to COVID-19;</li> <li>2. has been advised by a health care provider to self-quarantine related to COVID-19;</li> <li>3. is experiencing COVID-19 symptoms and is seeking a medical diagnosis;</li> <li>4. is caring for an individual subject to an order described in (1) or self-quarantine as described in (2);</li> <li>5. is caring for his or her child whose school or place of care is closed (or child care provider is unavailable) due to COVID-19 related reasons; or</li> <li>6. is experiencing any other substantially-similar condition specified by the U.S. Department of Health and Human Services.</li> </ol> <p>Circumstances 1-3 will be paid based on regular rate of pay; circumstances 4-6 will be paid at 2/3 of that rate (subject to statutory caps on daily and aggregate cash value of paid leave).</p>	<p>Not applicable.</p>



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<ul style="list-style-type: none"> <li>• <b>Flexible employees in appointments with an intermittent schedule, or a stated time limitation or not-to-exceed date of 1 year or less.</b></li> </ul>	<p><b>Covered by Title I</b> These employees are governed by Department of Labor regulations found in 29 U.S.C. Chapter 28, and 29 CFR Part 825.</p>	<p>Eligible for up to two weeks (80 hours, or a part-time employee’s two-week equivalent) paid leave for the same circumstances listed for Regular Full Time (RFT), Part Time (RPT) and Flexible continuing employees.</p> <p>As with RFT and RPT employees, payment is full rate of pay or 2/3 depending upon the circumstances of the leave requirement, and is subject to statutory caps on daily and aggregate cash value of paid leave.</p>	<p>Flexible NAF employees who are covered under Title I of the FMLA and have been employed for at least 30 days prior to their leave request are eligible for up to an additional 10 weeks of partially paid expanded family and medical leave to care their children whose school or place of care is closed (or child care provider is unavailable) due to COVID-19 related reasons.</p> <p>The leave is paid at 2/3 of the employee’s regular rate of pay, up to \$200 daily and \$12,000 total.</p>