

River Valley Child Development Services

EXTENDED EMERGENCY FAMILY MEDICAL LEAVE EXPANSION ACT POLICY UNDER THE “AMERICAN RESCUE PLAN ACT”

Effective: April 1, 2021 Until September 30, 2021

River Valley Child Development Services, hereinafter referred to as RVCDS, under the proposed expanded FMLA, will allow 12 weeks of paid, job protected FMLA leave for use by an employee who is unable to work (or telework, meaning to work from home) under the reasons listed below. This leave may be taken intermittently, in 4-hour increments. Time will be paid at 2/3 (two-thirds) the employee's regular rate. In no event shall such paid leave exceed \$200 per day or \$12,000 for the duration of this policy. Leave under this extended provision can be used when the employee needs leave due to a public emergency with respect to the Coronavirus/COVID-19 for one of the following reasons:

- The employee is subject to a Federal, State, or local quarantine or isolation order related to COVID-19.
- The employee has been advised by a health care provider to self-quarantine due to concerns related to COVID-19.
- The employee is experiencing symptoms of COVID-19 and seeking a medical diagnosis.
- The employee is caring for an individual who is subject to an order as described in bullet point 1 or has been advised as described in bullet point 2.
- The employee is caring for a son or daughter of such employee if the school or place of care of the son or daughter has been closed, or the childcare provider of such son or daughter is unavailable, due to COVID-19 precautions.
- The employee is experiencing any other substantially similar condition specified by the Secretary of Health and Human Services in consultation with the Secretary of the Treasury and the Secretary of Labor.
- The employee is obtaining a COVID-19 vaccination.
- The employee is recovering from an injury, disability, illness or condition related to a COVID-19 vaccination.
- The employee is seeking or awaiting the results of a COVID-19 test or diagnosis because either the employee has been exposed to COVID-19 or the employer requested the test or diagnosis.