

## River Valley Child Development Services

# **EXTENDED FFCRA EMERGENCY PAID SICK LEAVE POLICY OF THE UNDER THE “AMERICAN RESCUE PLAN ACT”**

Effective: April 1, 2021 Until September 30, 2021

River Valley Child Development Services, hereinafter referred to as RVCDS, will provide full-time employees with up to 80 hours of paid sick leave for use (or 70 hours of paid sick leave for part-time employees) who are unable to work (or telework, meaning to work from home) under the following circumstances:

- 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.

Paid sick leave shall be available for immediate use by the employee for the purposes described above, regardless of how long the employee has been employed by an employer. Employees taking leave under bullet points 1-6 are entitled to pay at 2/3 their regular rate, under the [American Rescue Plan Act](#). Employees taking paid sick leave under bullet points 7-9 are entitled to pay at their regular rate, under the [American Rescue Plan Act](#).