

Greetings CCEA Members,

We have been receiving quite a few questions about leave as it relates to the coronavirus and wanted to provide updates to keep you all informed. First, CCEA has reached an agreement with CCSD regarding the use of sick leave for the coronavirus. Second, Congress just passed and the President signed a new law that addresses the coronavirus as it impacts families.

### **CCEA/CCSD MEMORANDUM OF AGREEMENT REGARDING DONATION OF SICK LEAVE**

CCEA has reached a tentative agreement in the form of a Memorandum of Agreement with the District to allow for the direct donation of sick leave for coronavirus related illnesses and family care.

- 1. What does this MOA encompass?** Under the tentative agreement, which CCEA has already signed, educators and other licensed professionals will be able to directly donate their sick leave to a specified educator(s) or other licensed professional(s) who are experiencing coronavirus related issues and illness for them or their families.
- 2. Would these donations go through the Sick Leave Pool?** No, the donation would not have to go into the Sick Leave Pool. The donation would be made by informing Human Resources of the desire to donate and who the donation would be going to.
- 3. Will there be any restriction on this direct donation of sick leave?** Yes, you would have to retain five days of sick leave for yourself if you are making a donation. It must be to someone who has exhausted their sick leave and personal days and is in need of additional sick leave due to illness to themselves or a family member from the coronavirus.
- 4. How can this be used?**
  - a. to self-isolate because an educator is diagnosed with coronavirus;
  - b. to obtain a medical diagnosis or care if such educator is experiencing symptoms of coronavirus;
  - c. to comply with the recommendation or order by a public official with jurisdiction or a healthcare provider on the basis that the physical presence of the educator would jeopardize the health of others because of the exposure of the educator to coronavirus or exhibition of symptoms of coronavirus.;
  - d. to care for or assist a family member who is going through all the things mention in number 3; and,
  - e. to care for the child of such educator if the school or place of care has been closed, or the childcare provider of such child is unavailable due to coronavirus.
- 5. When will leave donations go into effect?** CCEA has already signed the MOA, so it will become effective once it is signed by CCSD.
- 6. How long will leave donations be permitted for?** The MOA is effective through the end of this school year.
- 7. What happens if I donate my leave to someone and they don't end up needing it?** Any unused leave is credited back to the donating educator.

### **FAMILIES FIRST CORONAVIRUS RESPONSE ACT**

- 1. Is Congress working on a relief bill?** Yes, it is called the Families First Coronavirus Response Act was passed by Congress and signed into law yesterday.

2. **What type of benefits are contained in the law?** There are many benefits contained in the Act, but the ones which affect CCEA members directly are the Paid Sick Leave and the more expansive FMLA provision.
3. **How does paid sick leave work?** Under the Act, all CCSD licensed professionals will be eligible for two weeks of paid sick leave if they have coronavirus related testing, treatment, or are quarantining at the direction of a health professional or government official.
4. **Can I use the paid sick leave to care for family members?** Yes, the new paid sick leave can be used to care for family members who are in need of care related to the coronavirus.
5. **I have accrued sick leave and personal days and need to take leave. Do I have to use my accrued days before using this paid sick leave?**

No, you are entitled to use the paid sick leave under the Act before using any other leave that you have accrued with CCSD so long as the reason for taking the leave is for the testing, treatment or quarantine of you or a family member due to the coronavirus or if your child care provider is closed due to coronavirus.
6. **How does the Act change FMLA eligibility?** If you have an eligible coronavirus related issue, then you are eligible to take FMLA after 30 days of employment instead of the normal 1250 hours.
7. **FMLA is usually unpaid, does the Act change this?** For FMLA taken due to eligible coronavirus related issues FMLA will pay at a minimum of 2/3 of your pay after the first two weeks for a maximum aggregate benefit of \$10,000. Remember, paid sick leave will cover the first two weeks of pay at your full pay rate.
8. **What else is in the Act?** There are additional provisions related to funding for extended Unemployment, Medicaid, school lunch programs, SNAP, and tax credits for businesses whose employees utilize paid sick leave or paid FMLA.
9. **I have heard that Congress is approving cash payments for people?** While that is being discussed, it is not a part of the Act which was just passed.

CCEA will continue to provide updates as more information is available on these and other matters. We urge everyone to stay safe and follow any guidelines provided by health and government officials. If you have any other questions, please feel free to reach out to us at [info@ccea-nv.org](mailto:info@ccea-nv.org).