Emergency Family and Medical Leave: Helpful Information for Sonoma County Employees

This is a quick overview of the benefit. Additional details apply, and are outlined in the communication to employees (Information for Employees: Emergency Pay for Sonoma County Employees and Families First Coronavirus Response Act (FFCRA) Implementation). Please note that new benefits under the Families First Coronavirus Response Act (FFCRA) and other regulations are new, untested and subject to ongoing adjustment by the Department of Labor and the IRS and may necessitate changes to the County administered program. Updated 4/8/2020.

Who is eligible for Emergency Family and Medical Leave Expansion Act (EFMLEA) benefits?

You may be eligible for up to twelve (12) weeks of job protected leave, and up to ten (10) weeks of partial paid leave if:

- You have worked for the County for at least 30 calendar days prior to applying for benefits.; and
- You are unable to work or telework due to a need to care for a child under the age of 18 whose school or child care provider has been closed or is not available due to the public health emergency; and
- You can receive 2/3 of your regular County pay rate (or FLSA regular rate of pay, whichever is higher), for up to ten (10) weeks, after a ten (10) work day waiting period.
- You can use Emergency Paid Sick Leave Act (EPSLA) hours during the 2 week waiting period, or use your own leave accruals during this time.
- You have the option of supplementing the 2/3 pay with your leave accruals, or EPSLA hours, to receive 100% of your pay.

What happens if I am eligible?

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- You have the option of supplementing the 2/3 pay with your leave accruals, or EPSLA hours, to receive 100% of your pay.

How do I apply?

Complete the County’s Families First Coronavirus Response Act Leave Request Form and submit it to your department human resources liaison or contact. A copy of the form is available on the County website, under Employee Resources, or can be obtained from your department payroll clerk.