Emergency Paid Sick 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.

Which of the following is the reason you are requesting Emergency Paid Sick Leave (EPSL)?

- I am unable to work or telework because....
  1. I am subject to Federal, State or local quarantine order related to COVID-19.
  2. I have been advised by a health care provider to self-quarantine due to concerns related to COVID-19.
  3. I am experiencing symptoms of COVID-19 (shortness of breath, cough, fever, headache, etc.) and seeking medical diagnosis/advice.
  4. I am caring for a family member who is subject to (1) or (2)
  5. I am caring for a child whose school or place of care is closed for reasons related to the COVID-19 public health emergency.

What happens if I am eligible?

If option 1, 2, 3 or 4:
You can receive your regular rate of pay for up to 80 hours of Emergency Paid Sick Leave (EPSL).

If option 5:
2 Week 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.

THEN...you can receive 2/3 of your regular County pay, and supplement with your own accruals (sick/vac/comp) or any remaining EPSL hours, for up to 10 weeks (based on your available FMLA Hours).

How do I access benefits?

Complete the FFCRA Leave Request Form.