

City of  
**GLOUCESTER**  
MAYOR SEFATIA ROMEO THEKEN

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COVID – 19 Leave Options

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Leave Management

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Families First Coronavirus  
Response Act (FFCRA)

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### Families First Coronavirus Response Act (FFCRA)

- ❖ Quarantine or isolation order
- ❖ Advised by a health care provider to self-quarantine
- ❖ Caring for family subject to an order above
- ❖ Seeking a medical diagnosis
- ❖ Caring for a child whose school/daycare is closed
- ❖ Substantially-similar condition specified by Feds

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### Families First Coronavirus Response Act (FFCRA)

- ❖ Sick: 2 weeks of full pay up to \$511/day
- ❖ Caring for sick family: 2 weeks at 2/3<sup>rd</sup> pay up to \$200/day
- ❖ Childcare: 12 weeks at 2/3<sup>rd</sup> pay up to \$200/day
- ❖ Run through payroll with immediate credit from Fed taxes

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### Other options while employed

- ❖ STD/LTD disability: % payment with some job security
- ❖ Family Medical Leave Act (50+ emp): unpaid up to 12 weeks
- ❖ Paid Time Off (PTO, vacation, sick personal):
- ❖ Personal Leave of Absence (only if this company policy exists)
- ❖ **2021** - MA Paid Family Medical Leave - partially paid for:
  - 12 weeks family leave
  - 20 weeks employee medical
  - 26 weeks military or total of all leaves

NOTE: 2020 leaves DON'T diminish 2021 PMFL leave

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### Other options after employment

- ❖ Unemployment insurance
  - MA - 26 weeks at 50% of pay to \$855
  - Fed Extension - 13 weeks (funded through 12/31)
  - C.A.R.E.S. Act - temporary stimulus
- ❖ PFML within six months of separation

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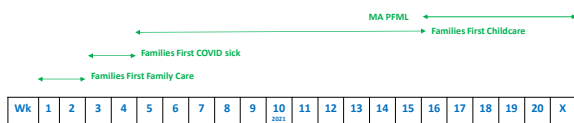
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Employee's Wish:



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### Benefits Continuation

- ❖ Federal Families First (FFCRA)
- ❖ Federal Family Medical Leave Act (FMLA)
- ❖ Company PTO policies
- ❖ Company Personal Leave (depending on policy and length)
- ❖ MA Paid Family Medical Leave (PFML)

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### Management Concerns

- ❖ Stewards of the business – make the tough decisions
- ❖ Separate employees quickly
- ❖ MA Paid Family Medical Leave (PFML) means up to 6 months continuation of benefits
- ❖ Accountability partners/support

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City of  
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*Thank you!*



**Laurie LaBrie, SPHR, SHRM-SCP**  
[LLaBrie@IntegratedHRteam.com](mailto:LLaBrie@IntegratedHRteam.com)

**Michelle Tabako, LICSW, SHRM-CP**  
[HRteam@IntegratedHRteam.com](mailto:HRteam@IntegratedHRteam.com)

**Elena Meyer, HR Business Partner**  
[HRteam@IntegratedHRteam.com](mailto:HRteam@IntegratedHRteam.com)



**INTEGRATED HUMAN RESOURCES, INC.**  
YOUR HUMAN RESOURCES DEPARTMENT  
500 Cummings Center, Suite 1550  
Beverly, MA 01915  
(978) 969-0041  
[www.integratedHRteam.com](http://www.integratedHRteam.com)

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