

COVID-19 UPDATE

FAMILIES FIRST CORONAVIRUS RESPONSE ACT (FFCRA) GUIDELINES

MESSAGE FROM THE ASSISTANT CEO/HR DIRECTOR

Human Resources wishes for every member of the County family to stay healthy and safe. We will be providing regular updates to our County employees to keep everyone informed as to the latest guidance and recommendations regarding COVID-19 in the workplace.

On April 1, 2020, the U.S. Department of Labor's Wage and Hour Division (WHD) enacted new legislation in response to COVID-19 called the Families First Coronavirus Response Act (FFCRA or the Act). The Act requires certain employers, including the County to provide our employees with paid sick leave and expanding family and medical leave for specified reasons related to COVID-19.

The County has updated the employee guidelines created to assist employees in understanding our response to FFCRA and the additional leave options that are now available during this period. The additional guidelines for employees specifically address the Emergency Paid Sick Leave Act (EPSLA), which allows certain employees to take up to two weeks of paid sick leave and the Emergency Family and Medical Leave Expansion Act (EFMLEA), which enhances/expands the benefits associated with the current Family and Medical Leave Act (FMLA).

All employees are eligible, including temporary and per diems, who do not work in classifications or departments excluded under the headings of "health care workers" or "emergency responders"

in accordance with the Act.

It is recommended, that all employees review the guide in detail to understand fully which classifications/departments fall within the definition of "health care provider" or "emergency responder" and as such shall therefore be excluded from all provisions (both the EPSLA and the EFMLEA) of the FFCRA.

If you have additional questions after reading the guidelines provided, please reach out to your Human Resources Departmental Representative for assistance.

As public servants, our residents, businesses and visitors rely on the services and programs we provide across Riverside County. Therefore, the County is committed to providing information as soon as possible amidst the rapidly changing circumstances surrounding COVID-19.

We are encouraging each of you to continue to protect yourselves by wearing the required face coverings, practicing social distancing, washing or sanitizing your hands regularly and taking good care of yourselves during this challenging time.

Thank you for your service and your assistance in keeping both yourself and others safe.


BRENDA DIEDERICHS

[ACCESS THE REVISED EMPLOYEE GUIDE HERE](#)