



Emergency Paid Sick Leave Policy *Effective August 9, 2021*

Statement of Policy

Formerly, the FFCRA provided employees with Emergency Paid Sick Leave (EPSL) for those affected by the COVID-19 pandemic, from April 1, 2020, through December 31, 2020. While the FFCRA expired on December 31, 2020, MPS will extend a limited similar provision of the EPSL benefit from August 9, 2021, through June 16, 2022. This limited similar EPSL extension is subject to change by MPS at any time and will be superseded by any COVID-19 leave benefits enacted by the state or federal government that MPS is mandated to follow.

Emergency Paid Sick Leave (EPSL)

Emergency paid sick leave will be available for an employee who is unable to work because:

- The employee has tested positive for COVID-19 and is subject to a federal, state, or local isolation order related to COVID-19;
- The employee is unable to be vaccinated for medical or other documented reason and is ordered to quarantine due to possible exposure to COVID-19 at work.

Eligibility for EPSL

All employees, regardless of their tenure with the organization, with full-time or part-time status are eligible to receive this benefit.

Paid Benefits for EPSL

Eligible employees will receive up to two weeks (10 work days) of paid emergency sick leave as follows:

- Full-time employees (regularly scheduled to work 40 or more hours per week): 80 hours at their regular rate of pay, subject to caps and reasons noted below.
- Part-time employees: the number of hours that the employee works, on average, over a two-week (10 work days) period, subject to caps and reasons noted below.

Payments are capped at \$511 a day (\$5,110 in total) for dealing with an employee's own illness.

Taking Leave

Employees must follow all departmental call-in procedures when using leave provided by this policy and employees must clearly articulate their reason for taking qualifying leave. This EPSL leave entitlement is for a maximum of (10 work days) in addition to an employee's regular sickleave balance.

Return to Work Following EPSL

Employees are required to follow guidelines established by MPS's Policy and Administrative Guidelines and the Milwaukee Health Department's protocols as it relates to ceasing home isolation/quarantine practices.

General questions about the MPS Emergency Paid Sick Leave (EPSL) Policy can be sent to COVID19leaves@milwaukee.k12.wi.us.