# COVID-19 Related Paid Leave Programs
## As of 7/12/2020

<table>
<thead>
<tr>
<th>Program Details</th>
<th>Special Consideration Temporary Paid Leave (TLP)</th>
<th>Coronavirus Paid Administrative Leave (CPAL)</th>
<th>Non-Telecommuting Workers Leave (NTWL)</th>
<th>Families First Coronavirus Response Act (FFCRA)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Eligibility</strong></td>
<td>Employees who are benefits eligible and student employees age 65 or greater or have an underlying medical condition based on CDC Guidelines. *Excludes: Temporary Hourly, Intermittent, Rehired Annuitants, and Special Consultants.</td>
<td>Employees who are benefits eligible and student employees. *Excludes: Temporary Hourly, Intermittent, Rehired Annuitants, and Special Consultants.</td>
<td>Employees who are benefits eligible</td>
<td>Paid Sick Leave: All Employees. Expanded Family and Medical Leave: All employees employed for at least 30 days. *Excludes: Emergency responders and Health Care Workers for qualifying reasons 4 and 5 cited on request form.</td>
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<tr>
<td><strong>Effective Dates</strong></td>
<td>3/15/2020 through 7/12/2020</td>
<td>3/23/2020 through 12/31/2020</td>
<td>5/01/2020 through 6/30/2020 *or until required to return to work, whichever occurs first</td>
<td>4/01/2020 through 12/31/2020</td>
</tr>
</tbody>
</table>
| **Qualifying Reasons for Leave** | Is not operationally feasible for the employee’s position to work remotely. | Unable to work due to one of the following:  
  - Employee COVID-19 related illness  
  - Family COVID-19 related illness  
  - As directed by healthcare provider  
  - As directed by appropriate administrator  
  - School of daycare closure requiring employee to be at home with child(ren) or dependent(s), and it is not operationally feasible to work remotely or in conjunction with the childcare commitment. | Unable to work due to all of the following:  
  - Unable to work remotely based on the employee’s work duties.  
  - On-site work is unavailable due to altered campus business operations.  
  - Employee has exhausted all leaves available under CPAL. | Unable to work due to one of the following:  
  - Federal, state, or local quarantine or isolation order.  
  - Advised by health care provider to self-quarantine.  
  - Have symptoms and seeking (or have sought) a diagnosis.  
  - Caring for individual who is subject to quarantine or has been advised by a health care provider to self-quarantine.  
  - Care for child(ren) because their school or childcare provider is closed or unavailable. |
| **Amount of Paid Leave Available** | Normal work schedule until otherwise notified by the University | 256 hours of paid administrative leave prorated according to the percentage of timebase of the appointment. | 304 hours of paid administrative leave prorated according to the percentage of timebase of the appointment. | 80 hours paid sick leave for all Qualifying Reasons, and/or 2 weeks of unpaid and 10 weeks of paid Expanded Family and Medical Leave for school or daycare closure. |
| **Employee Substantiation** | Self-Certification on Request for CSU Temporary Paid Leaves (TLP, CPAL, & NTWL) Form | Self-Certification on Request for CSU Temporary Paid Leaves (TLP, CPAL, & NTWL) Form | Self-Certification on Request for CSU Temporary Paid Leaves (TLP, CPAL, & NTWL) Form | Self-Certification on FFCRA Request Form, Necessary for All Qualifying Reasons for Leave. |