

YC Leave Options

Need for Leave	Protected Time		Paid Time			
	FMLA	OFLA	School Closure Leave (EFMLEA)	YC Paid Admin Leave	OR Sick Time: FET/VAC/Comp	COVID-19 Paid Sick Leave (EPSLA)
1. Subject to a local, federal, or quarantine or isolation order related to COVID-19	No	No	No	Yes, if due to diagnosis or exposure to COVID-19 and unable to telework. Regular salary for a maximum of 14 consecutive calendar days.	Depends. See ORS 839-007-0020 (6)	Yes
2. Has been advised by a medical provider to self-quarantine due to COVID-19 concerns	No	No	No	No	Yes	Yes
3. Is experiencing symptoms of and seeking medical care for symptoms of COVID-19	Yes, if meets definition of serious health condition.	Yes, if meets definition of serious health condition.	No	Yes, if due to diagnosis. Regular salary for maximum of 14 days. Conditional approval when tested and while pending results.	Yes	Yes
4. Is caring for an individual for any of the reasons above (1-3)	Yes, if individual meets definition of family member.	Yes, if individual meets definition of family member.	No	See above	Yes, if individual fits definition of family member.	Yes
5. Is caring for a child whose school has been closed, or whose childcare provider is unavailable, due to public health emergency related to COVID-19	No	Yes For child as defined in OFLA	Yes For son or daughter as defined in FMLA and under 18. School defined as elementary and secondary schools.	No	Yes	Yes
6. Are experiencing any other "substantially similar condition" (pending definition)	Yes	Yes	No	No	Yes	Yes

** You may be eligible to receive FET/Vacation donations for numbers 3, 4, 5, and 6 (depending on how "substantial similar condition" will be defined).

Yamhill County Leave Options Chart Definitions

FMLA: Family Medical Leave Act. Protected leave of up to 12 weeks during a 12-month period provided to employees under certain conditions (may run concurrently with OFLA).

Eligibility: Employee must be employed for a total of at least 12 months and worked at least 1,250 hours during the 12-month period preceding the leave.

OFLA: Oregon Family Leave Act. Like FMLA, OFLA provides protected leave of up to 12 weeks during a 12-month period provided under certain conditions. The Bureau of Labor and Industries has temporarily amended its OFLA regulations and as of March 18, 2020, an eligible employee may take OFLA to care for a child whose school or place of care has been closed in conjunction with a statewide public health emergency declared by a public health official. This regulation is set to expire September 13, 2020.

Eligibility: Employee must be employed at least 180 calendar days preceding the date OFLA leave begins and have worked an average of 25 hours per week.

School Closure Leave: Emergency Family and Medical Leave Expansion Act (EFMLEA). This act amends the provisions of FMLA to provide eligible employees up to 12 weeks of FMLA leave if employee is unable to work (or telework) due to a need to care for a son or daughter (under 18 years of age or over 18 years of age and “incapable of self-care because of a mental or physical disability) , if the school or place of care has been closed, or child care provider of such son or daughter is unavailable, due to a public health emergency. This law is effective April 1, 2020 through December 31, 2020.

Eligibility: Employee must be employed for at least 30 calendar days.

The first 10 days of this leave is unpaid. After that, Yamhill County will be pay employees two-thirds of their regular rate of pay for the number of hours the employee would otherwise be normally scheduled for work. This leave will not exceed \$10,000 in aggregate.

YC Paid Admin Leave: Temporary COVID-19 Paid Administrative Leave Policy (See B. O. 20-91). The County will provide paid administrative leave to eligible employees until the employee becomes eligible for disability insurance or other wage replacement benefits, up to a maximum of 14 consecutive calendar days. An employee is eligible when unable to work remotely and meets the following criteria:

- An individual who has been directed by a public health authority, court, or licensed medical provider to remain in isolation or quarantine because of a diagnosis of or exposure to COVID-19;
- An individual who has entered into an agreement with state or local government to remain in isolation or quarantine because of a diagnosis of or exposure to COVID-19; or
- An individual who is the primary caregiver for (1) or (2) above and cannot work remotely.

OR Sick Leave; FET, Vacation, Comp Time: Please see the applicable policy, ORS, and/or collective bargaining agreement for eligibility.

COVID-19 Paid Sick Leave: Emergency Paid Sick Leave Act (EPSLA). Requires employers to provide employees with paid sick time to the extent the employee is unable to work (or telework) due to the need for leave for:

1. The employee is subject to a Federal, State or local quarantine order related to COVID-19. This does not include situations where a federal, state, city or county official orders its residents to “shelter in place” or “stay at home”.
2. The employee has been advised by a health care provider to self-quarantine due to concerns related to COVID-19.
3. The employee is experiencing symptoms of COVID-19 and is seeking a medical diagnosis.
4. The employee is caring for an individual covered by 1 or 2.
5. The employee is caring for a son or daughter if the school or place of care has been closed, or childcare provider is unavailable due to COVID-19 precautions.
6. The employee is experiencing any other “substantially similar condition” specified by federal authorities.

This law is effective April 1, 2020 through December 31, 2020.

Eligibility: All employees are eligible immediately upon effective date.

Eligible full-time employees will receive up to 80 hours of COVID-19 Paid Sick Leave. Hours paid to part-time employees will be prorated.

For reasons 1, 2, 3, 4, and 6 above, Yamhill County will pay employees their regular rate of pay to a maximum of \$5,110.

For leave due to reason 5 above, Yamhill County will pay employees two-thirds of their regular rate of pay, to a maximum of \$2,000.

Please see the Temporary Novel Coronavirus/COVID-19 Emergency Leave Policy for more information.

Donation of FET or Vacation Leave: Board Order 16-503 has been modified to allow for donations for an employee who is required to act as caregiver for the employees child due to the closure of the child’s school or by order of a public official due to COVID-19.