<table>
<thead>
<tr>
<th>REASON FOR ABSENCE</th>
<th>FEDERAL LEAVE BENEFIT</th>
<th>APRIL 01 – MAY 31</th>
<th>JUNE 1 – JUNE 30</th>
</tr>
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<tbody>
<tr>
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<tr>
<td><strong>FFCRA</strong></td>
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<tr>
<td><strong>Emergency Paid Sick Leave</strong></td>
<td><strong>FFCRA Leave Benefit &amp; Pay Rate</strong></td>
<td><strong>Supplemental Leave Options</strong></td>
<td><strong>Supplemental Leave Options</strong></td>
</tr>
<tr>
<td>1. Subject to local <strong>QUARANTINE</strong> or isolation order</td>
<td>• Up to 80 hours of <em>Emergency Paid Sick Leave</em> (aggregate for all FFCRA leave reasons) that can be used between April 1 and Dec 31, 2020.</td>
<td>• Eligible for <em>COVID-19 Paid Leave</em> if Emergency Paid Sick Leave (ESPL) has been exhausted and/or to supplement to full pay for partially paid work hours under EPSL.</td>
<td>• May supplement EPSL with <em>COVID-19 Paid Leave</em> up to 100% of employee’s pay if the employee’s pay exceeds the FFCRA benefit cap.</td>
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<tr>
<td>2. Health care official advises <strong>SELF-QUARANTINE</strong></td>
<td>• Paid at 100% of employee’s pay rate up to $511/day and $5,110 total.</td>
<td>• COVID-19 Paid Leave paid at 100% of employee’s pay rate.</td>
<td>• Employees must use available accrued leave or PTO, or go on leave without pay if Emergency Paid Sick Leave has been exhausted.</td>
</tr>
<tr>
<td>3. Experiencing <strong>COVID-19 SYMPTOMS</strong> and seeking diagnosis</td>
<td>• Cannot be used intermittently.</td>
<td>• Employee may choose to use accrued leave or earned paid time off (PTO) prior to using EPSL.</td>
<td>• Employee may choose to use accrued leave or PTO prior to using EPSL.</td>
</tr>
<tr>
<td>4. <strong>CARING FOR INDIVIDUAL</strong> who is subject to quarantine/isolation (#1 above), or subject to self-quarantine (#2 above)</td>
<td>• Up to 80 hours of <em>Emergency Paid Sick Leave</em> (aggregate for all FFCRA leave reasons) that can be used between April 1 and Dec 31, 2020.</td>
<td>• Eligible for <em>COVID-19 Paid Leave</em> if Emergency Paid Sick Leave (ESPL) has been exhausted and/or to supplement to full pay for partially paid work hours under EPSL.</td>
<td>• May supplement EPSL with <em>COVID-19 Paid Leave</em> up to two-thirds of employee’s pay if the employee’s pay exceeds the FFCRA benefit cap.</td>
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<tr>
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<td>• Paid at 2/3rds of employee’s pay rate up to $200/day and $2,000 total.</td>
<td>• COVID-19 Paid Leave hours paid at 100% of employee’s pay rate.</td>
<td>• Employees must use available accrued leave or PTO, or go on leave without pay if Emergency Paid Sick Leave has been exhausted.</td>
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<td>• May be used intermittently if agreed to by employee and employee.</td>
<td>• Employee may choose to use accrued leave or PTO prior to using EPSL.</td>
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<tr>
<td>5. Needs to provide <strong>CHILDCARE</strong> because school or childcare facility is closed due to COVID-19</td>
<td>• Up to 80 hours of <em>Emergency Paid Sick Leave</em> (aggregate for all FFCRA leave reasons) that can be used between April 1 and Dec 31.</td>
<td>• Eligible for <em>COVID-19 Paid Leave</em> if Emergency Paid Sick Leave (EPSL) has been exhausted and/or to supplement to full pay for partially paid work hours under EPSL.</td>
<td>• May supplement EPSL with <em>COVID-19 Paid Leave</em> up to two-thirds of employee’s pay if the employee’s pay exceeds the FFCRA benefit cap.</td>
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<td>REASON FOR ABSENCE</td>
<td>FEDERAL LEAVE BENEFIT</td>
<td>APRIL 01 – MAY 31¹</td>
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<tr>
<td>FFCRA Expanded Family &amp; Medical Leave</td>
<td>FFCRA Leave Benefit &amp; Pay Rate</td>
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<tr>
<td>5. Needs to provide <strong>CHILD CARE</strong> because school or childcare facility is closed due to COVID-19</td>
<td>Up to 12 weeks of Expanded Family &amp; Medical Leave (FML) between April 1 and Dec 31, 2020.</td>
<td>• May use <strong>FFCRA Emergency Paid Sick Leave (EPSL)</strong> for the first two weeks under Expanded FML if not used for another purpose above.</td>
<td>• Employees must use available accrued leave or PTO, or go on leave without pay if Emergency Paid Sick Leave has been exhausted.</td>
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<td>• Eligible for <strong>COVID-19 Paid Leave</strong> for first two weeks if (EPSL) has been exhausted and/or to supplement to full pay for partially paid days under EPSL paid at 100% of employee’s pay rate.</td>
<td>• Employee may choose to use accrued leave or PTO prior to using EPSL.</td>
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<td>• Eligible for <strong>COVID-19 Paid Leave</strong> if Expanded FML has been exhausted and/or to supplement to full pay for partially paid work hours under Expanded FML for remaining weeks.</td>
<td>• If the FFCRA benefit is exhausted, employee may also choose to use <strong>COVID-19 Make-Up Leave</strong> or go on leave without pay.</td>
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<td>• Employee may choose to use accrued leave or PTO prior to using Expanded FML.</td>
<td>• Chancellors have the discretion whether or not to offer <strong>COVID-19 Make-Up Leave</strong> and, if so, to set limits on the amount of leave provided.</td>
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<td>• May supplement Expanded FML with <strong>COVID-19 Paid Leave</strong> up to two-thirds of employee’s pay if the employee’s pay exceeds the FFCRA benefit cap.</td>
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<td>• Employees must use available accrued leave or PTO, or go on leave without pay if Emergency Paid Sick Leave has been exhausted.</td>
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¹ Employees must use available accrued leave or PTO prior to using EPSL.
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<tr>
<td>Paid Leave for Other Reasons</td>
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<tr>
<td>6. Needs to provide <strong>ELDERCARE</strong> because the eldercare facility is closed due to COVID-19</td>
<td>n/a</td>
<td>Eligible for COVID-19 Paid Leave for absences due to eldercare needs up to 100% of work schedule.</td>
<td>Eligible for COVID-19 Paid Leave equal to two-thirds of employee’s pay for each hour of elder care leave. ¹²³</td>
</tr>
<tr>
<td>7. <strong>CANNOT TELEWORK</strong> because duties cannot be performed remotely and alternate remote work is not feasible</td>
<td>n/a</td>
<td>Eligible for COVID-19 Paid Leave for absences due to inability to telework up to 100% of work schedule.</td>
<td>Eligible for COVID-19 Paid Leave equal to two-thirds of employee’s pay for each hour that the employee cannot telework.</td>
</tr>
<tr>
<td>8. <strong>COVID-LIKE CONDITIONS</strong> Employees who are sick due to symptoms of a cold, flu, or COVID-19 or who are caring for a dependent with such symptoms</td>
<td>n/a</td>
<td>Eligible for COVID-19 Paid Leave for absences up to 100% of work schedule. Some situations may be covered by FFCRA Emergency Paid Sick Leave as described above.</td>
<td>Employees must use available accrued leave or PTO, or go on leave without pay if FFCRA Emergency Paid Sick Leave has been exhausted or if ineligible for EPSL.</td>
</tr>
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¹¹¹ If FFCRA benefit is exhausted, employee may also choose to use COVID-19 Make-Up Leave¹²³ or go on leave without pay.

¹²³ Chancellors have the discretion whether or not to offer COVID-19 Make-Up Leave¹²³ and, if so, to set limits on the amount of leave provided.
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<tr>
<th>MANDATORY EMPLOYEES</th>
<th>APRIL 01 – APRIL 30</th>
<th>MAY 01 – MAY 31</th>
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<tbody>
<tr>
<td>Special compensation for mandatory employees for all hours required to be worked onsite (not at employee’s residence).</td>
<td>Some employee classifications are excluded from eligibility (see work/leave provisions).</td>
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<td>Special compensation is required for eligible employees as described below.</td>
<td>Chancellors may choose to provide special compensation or not based on budgetary or operational reasons.</td>
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</tr>
<tr>
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<td>FLSA Non-Exempt Employees: 1.5x compensation for all hours worked onsite.</td>
<td>Chancellors who provide special compensation may provide it at any of the following rates: 1.05x, 1.1x, 1.2x, 1.25x, or 1.5x.</td>
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<td>FLSA Exempt Employees: 1.5x compensation for all hours worked onsite up to 40 hours in a work week.</td>
<td>FLSA Non-Exempt Employees: special compensation for all hours worked onsite for up to 40 hours in a work week.</td>
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<td>Special compensation may be provided as pay, as compensatory time, or as a combination of both. COVID comp time must be used within 12 months or is paid out.</td>
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<td>Special compensation may be provided as pay, as compensatory time, or as a combination of both. COVID comp time must be used within 12 months or is paid out.</td>
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<td>Chancellors have the discretion to allow student employees and/or temporary employees designated as mandatory to receive COVID-19 Paid Leave under some or all conditions provided above to permanent employees.</td>
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1. Includes student employees and/or temporary employees designated as mandatory to receive COVID-19 Paid Leave under some or all conditions provided above to permanent employees.
Starting April 1, chancellors have the discretion to continue to provide COVID-19 paid administrative leave to temporary employees or to end temporary assignments. Starting June 1, chancellors have the discretion to continue COVID-19 paid administrative leave only to students and to temporary employees performing mandatory duties and only for the same reasons that permanent employees may receive COVID-19 paid administrative leave as of June 1.

Emergency Paid Sick Leave applies to both permanent and temporary employees. Health care providers and emergency responders may be excluded from eligibility at agency discretion.

COVID-19 Make-Up Leave must be paid back within 24 months or will be deducted from employee’s pay.

Expanded FML applies to both permanent and temporary employees. Employees must have been employed at least 30 calendar days prior to starting Expanded Family & Medical Leave use for childcare. Health care providers and emergency responders may be excluded from eligibility at agency discretion. For FMLA-eligible events other than FFCRA child care, an employee must be eligible under the normal FMLA eligibility rules. The 12 weeks of Expanded FML for child care will be reduced by any FML used for other purposes previously within the defined 12-month leave period.

Continued eligibility for COVID-19 Paid Leave for elder care is limited to the same eligibility requirements under FFCRA for child care. For example, an employee may receive up to 12 weeks of elder care leave total (starting April 1, 2020 or later) but will be reduced by any FML used for other purposes previously within the defined 12-month leave period.