

COVID-19: URA rights to paid leave

If you are sick, or exposed to COVID-19 and unable to telecommute

Pay and job protection	Pay and job protection			
Use your sick time. Extend paid leave by using vacation, AL, PH or accrued comp time. PER ARTICLE 57. DO NOT REQUEST FMLA, DO NOT REQUEST ADA Accomdation.	EFMLA: 12 weeks job protection		Pay only	Job protection
	EPSL(2 weeks/ 80 hours) pay at100% Paid by employer	EFMLA=10 weeks at 2/3 pay up to \$200/day Paid by employer	TDI: up to 26 weeks. January 1-June 30, 2020, claimants are paid two-thirds (2/3) of their average weekly wage, up to a maximum, \$667 per week. As of July 1, 2020, claimants are paid 85% of their average weekly wage, and the maximum weekly benefit increases to \$881 per week	If your illness or disability lasts longer than your PTO or your FMLA protection, apply for an accommodation under ADA.

If your family are sick or exposed and you are caring for them because of their serrious medical condition (any age)

Pay and job protection	Pay and job protection	Pay and job protection	Pay	Pay
		This time is job-protected,but runs concurrently with the 60 days of FMLA . May be used intermittently by agreement between employee/ employer		

Use 15 days sick time under Article 44. DO NOT REQUEST FMLA.	UNDER FMLA and Article 57: 45 days of Rutgers PTO (sick first, vacation if you choose.)	EFMLA+EPSLA for 80 hours of pay at regular rate	EFMLA = 10 weeks pay at 66% of regular rate.	NJ Family Leave Insurance January 1-June 30, 2020 (2/3) of average weekly wage up to a maximum of \$667. Starting July 1, 2020, 85 percent of their average weekly earnings, with a maximum benefit of \$881 per week. Workforce Development: https://myleavebenefits.nj.gov
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If you are providing childcare/homeschooling for children under 18.

Pay and job protection	Pay and job protection if you run out or don't want to use your vacation)			
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Under Article 57 and UHR Memo of 5/1/20 * may use Vacation, AL/ PH for full pay. (But see caveat below)	Under EPSLA and UHR memo of 5/1/20* , members may file for EPSLA for 80 hours of leave at regular rate of pay.	Under EFMLA and UHR memof of 5/1/20* , members may file for 10 weeks of EFMLA at 66% of regular rate of pay.	NJ Family Leave Insurance: January 1-June 30, 2020 two-thirds (2/3) of average weekly wage up to a maximum of \$667 per week. Starting July 1, 2020, 85 percent of their average weekly earnings, with a maximum benefit of \$881 per week.	
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Consider requesting your vacation time -- NOT UNDER EFMLA-- if you will need it. This prevents loss of FMLA time if needed in the future.	This time is job-protected, but runs concurrently with the 60 days of FMLA . May be used intermittently by agreement between employee/employer			
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If you are caring for someone outside your immediate famiy

40 hours of NJESL-- charged to your accrued sick time, paid 100% (paid by employer)	80 hours of EPSL at 66% of pay up to \$200 daily (paid by employer)			
If you are attending a memorial service for a family member				
Under Article 6 of the URA-Rutgers Agreement, bereavement leave may be used up to 90 days after the death of an immediate family member. The definition of immediate family is included in Article 6.				
* https://coronavirus.rutgers.edu/emergency-family-and-medical-leave-expansion-act-e-fmla-and-emergency-paid-sick-leave-act-epsla/				

Calculating daily pay for EFMLA child care

Annual salary	FY19-20 workdays	Daily compensation	EPSL/EFMLA pay rate	Pay you lose each week w. 2 days EFMLA	Pay you lose each week w. 3 days EFMLA
\$40,000	262	\$153	\$101	\$104	\$156
\$50,000	262	\$191	\$126	\$130	\$195
\$60,000	262	\$229	\$151	\$156	\$234
\$70,000	262	\$267	\$176	\$182	\$273