

Good Afternoon Commonwealth High School Families,

Over the last few weeks the Department of Labor has issued law changes to help families facing challenges related to COVID-19, two very important changes are in the area of Family Medical Leave and Unemployment. Below are some tips and resources to help guide you through the process. Please understand that this information is based on our current understanding so you will want to address questions directly with your employer or state agency as you explore these benefits and your eligibility.

Family Medical Leave

The Families First Coronavirus Response Act (FFCRA or Act) requires certain employers to provide employees with paid sick leave or expanded family and medical leave for specified reasons related to COVID-19. The Department of Labor's (Department) Wage and Hour Division (WHD) administers and enforces the new law's paid leave requirements. These provisions will apply from the effective date through December 31, 2020.

Generally, the Act provides that employees of covered employers are eligible for:

- *Two weeks (up to 80 hours)* of paid sick leave at the employee's regular rate of pay where the employee is unable to work because the employee is quarantined (pursuant to Federal, State, or local government order or advice of a health care provider), and/or experiencing COVID-19 symptoms and seeking a medical diagnosis; or
- *Two weeks (up to 80 hours)* of paid sick leave at two-thirds the employee's regular rate of pay because the employee is unable to work because of a bona fide need to care for an individual subject to quarantine (pursuant to Federal, State, or local government order or advice of a health care provider), or to care for a child (under 18 years of age) whose school or child care provider is closed or unavailable for reasons related to COVID-19, and/or the employee is experiencing a substantially similar condition as specified by the Secretary of Health and Human Services, in consultation with the Secretaries of the Treasury and Labor; and
- *Up to an additional 10 weeks* of paid expanded family and medical leave at two-thirds the employee's regular rate of pay where an employee, who has been employed for at least 30 calendar days, is unable to work due to a bona fide need for leave to care for a child whose school or child care provider is closed or unavailable for reasons related to COVID-19.

Please reach out to your employer for assistance with any Family Medical Leave questions.

Unemployment

On March 18, 2020, President Trump signed into law the Families First Coronavirus Response Act (FFCRA), which provided additional flexibility for state unemployment insurance agencies and additional administrative funding to respond to the COVID-19 pandemic.

The Coronavirus Aid, Relief, and Economic Security (CARES) Act was signed into law on March 27. It expands states' ability to provide unemployment insurance for many workers impacted by the COVID-19 pandemic, including for workers who are not ordinarily eligible for unemployment benefits.

If you are currently unemployed, please refer to the resources available below and contact the unemployment agency in your area for assistance in determining if unemployment benefits are available to you.

<u>State</u>	<u>Agency</u>	<u>Phone Number</u>	<u>Website</u>
North Carolina	North Carolina Department of Commerce	1-888-737-0259	https://des.nc.go

Again, we do not represent any federal or local governmental agency and have no influence on the laws and procedures for receiving benefits. However, we know how difficult it can be to keep up with changes under the current circumstance so we wanted to provide you with information that may be helpful.

We also encourage you to reach out to our school social worker at 704-840-3660 or visit our website at www.commonwealthhs.com. Within the COVID-19 link we are regularly adding community resource information.

Sincerely,

Jonathan Kay, President
Commonwealth High School