

COVID Paid Sick Time and COVID FMLA Leave

On April 1, 2020, the Families First Coronavirus Response Act ([FFCRA](#)) was introduced by the Department of Labor. The Act required certain employers to provide their employees with paid sick time and expanded family and medical leave for specified reasons related to COVID-19. The FFCRA provisions were effective from April 1, 2020 through December 31, 2020. Although the Families First Coronavirus Response Act (FFCRA) provisions have expired under the law as of December 31, 2020, *Bennington College has decided to continue to offer a similar benefit to employees through the end of the current academic year, June 30, 2021. This benefit is entitled COVID Paid Sick Time and COVID Leave.*

Who is eligible for Bennington College COVID Paid Sick Time and COVID leave?

Employees who have been employed for at least 30 days prior to their leave request may be eligible.

Paid Leave Entitlements

Bennington College's COVID Paid Sick Time and COVID Leave policy offers employees the following provisions for qualified reasons as noted below.

COVID Paid Sick Time

- Provides employees with up to two weeks (maximum of 80 hours) of paid sick time
- Employees are eligible for paid sick time for the number of hours that the employee is normally scheduled to work over that period
- Paid (based on employees regular rate of pay) at:
 - 100% for qualifying reasons #1 and #2 below, up to \$511 daily and \$5,110 total
 - 2/3 for qualifying reason #3 below, up to \$200 daily and \$2,000 total

COVID Leave

- Provides up to 12 weeks of leave time for qualifying reason #4 below
- Paid at 2/3 for weeks 2-12 of leave, up to \$200 daily and \$12,000 total

Qualifying Reasons for leave related to COVID

An employee is entitled to take leave related to COVID-19 if the employee is unable to work, including unable to telework, because the employee:

1. has been advised by a health care provider to self-quarantine related to COVID-19;
2. is experiencing COVID-19 symptoms and is seeking a medical diagnosis;
3. is caring for an individual subject to an order described in (1) or self-quarantine as described in (2); or
4. is caring for a dependent child whose school or place of care is closed (or child care provider is

unavailable) due to COVID-19 related reasons

Where applicable, leave time taken shall be counted as part of the overall allotment of Family Medical Leave ([FMLA](#)) time available to each employee and leave entitlements under this program will be reduced by leave time taken under FFCRA. To request COVID Paid Sick Time and/or COVID Leave, complete the [COVID Leave Request Form](#). Contact [Human Resources](#) for eligibility assistance or questions.