

Emergency Family and Medical Leave Expansion Act (EFMLA)

What is it? The EFMLA amends and expands the federal Family and Medical Leave Act (FMLA), on a temporary basis, to provide qualifying employees 12 weeks of leave if the employee is unable to work, including work-from-home, due to the need to care for the employee's child (under 18 years of age) if the child's school or place of care is closed or the child care provider is unavailable due to a public health emergency.

(Effective April 1, 2020 until December 31, 2020.)

Please answer the following questions to see if you may qualify for additional leave under the EFMLA:

Are you able to work in the office or remotely from home using regular or flexible work hours?

Yes - STOP

The leave provisions of the EFMLA only apply to those employees who cannot work, including work from home, as a direct result of COVID-19.

Please contact your supervisor to inquire if telecommuting options may be available to you.

No

Is your inability to work in the office or remotely from home because you have children under the age of 18 who are without childcare due to the closure of the school/daycare they attend?

Yes

Please contact OHR to see if you may be eligible for leave under the EFMLA.

No

You are ineligible for leave under the EFMLA. Please contact your supervisor to inquire if telecommuting options may be available to you.

Have you worked for South Carolina State Government for 30 days?

Yes

Please contact OHR to see if you may be eligible for leave under the EFMLA.

No

You are ineligible for leave under the EFMLA. Please contact your supervisor to inquire if telecommuting options may be available to you.

Please contact your Human Resources Office to determine what specific documentation is required to make a request.