



Explaining New COVID-19 Leave for Federal Employees with Children At Home



Under a newly passed law, federal employees with school-aged children or children needing daycare are eligible for two weeks (or 80 hours) of partially paid leave if the children's school or daycare is closed or unavailable due to COVID-19.

The rate of pay for this special category of leave is two-thirds of your regular rate, subject to both a floor and a ceiling.

The floor comes into play if your annual salary is below \$22,706 or your hourly rate is below \$10.88. Then you'll be paid at the federal minimum wage of \$7.25 per hour. The ceiling comes into play if your salary is above \$133,300; then you are capped at \$511 per day, or \$5,100 over two weeks.

This partially paid leave is in addition to your accrued sick leave and annual leave, which is paid at your full regular rate.

This leave is not in addition to the two weeks of extra fully paid COVID-19 sick leave for those who are infected, in quarantine, or caring for someone who has COVID-19. If you take the extra two weeks of paid COVID-19 sick leave, you are not eligible for the childcare leave and vice versa.

This new partially paid leave is only payable to federal employees caring for kids whose school, day care, or childcare is closed or unavailable due to COVID-19. If you are a part-time federal employee, you are eligible only for the number of hours in a two-week period that you are normally scheduled to work.

This benefit is not an entitlement; agencies can exclude health care workers and first responders at their discretion.