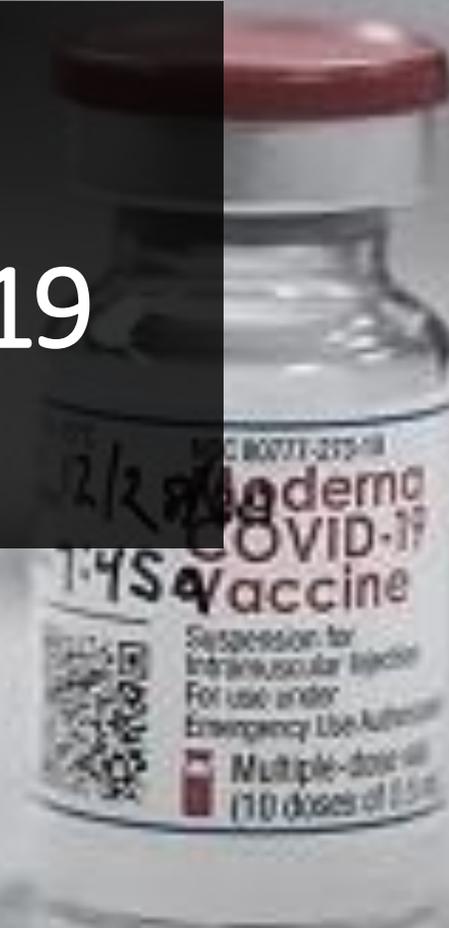


Employment Rights and Obligations During COVID-19

March 9, 2021



LOGISTICS

- This meeting is being recorded
- Keep yourself muted, except when talking
- Feel free to submit questions through the chat box
- Use the raise your hand feature to ask a question during the Q&A

AGENDA

- 3:00 – 3:10 Welcome and Introductions
- 3:10 – 3:30 U.S. Equal Employment Opportunity Commission
Monica Colunga, Outreach & Education Coordinator
- 3:30 – 3:50 Occupational Safety and Health Administration
Brett Beall, Compliance Assistant
- 3:50 – 4:00 Q&A

Welcome and Introductions

Jean Kelleher
Director
City of Alexandria

Gurjit Chima
Director
Arlington County

Monica Palacio
Director
District of Columbia

Denise McPhail,
Outreach & Education
Coordinator
Prince William County

Moderator:
Ajashu Thomas,
Outreach & Communications
Specialist
Fairfax County

Fairfax County Office of Human Rights & Equity Programs

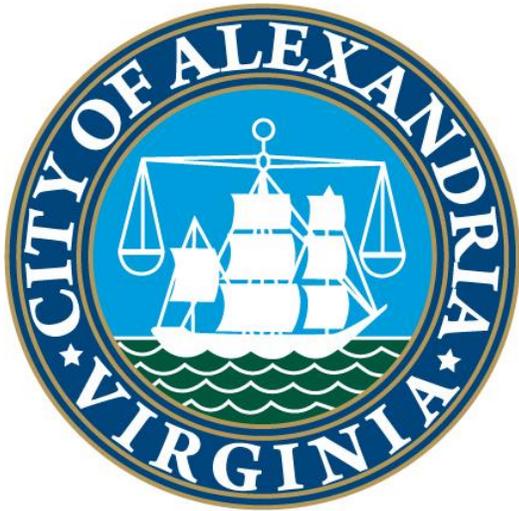


fairfaxcounty.gov/humanrights



(703) 324-2953, TTY 711

Alexandria Office of Human Rights



alexandriava.gov/humanrights



(703) 746-3140

Arlington Office of Human Rights

ARLINGTON
VIRGINIA



[topics.arlingtonva.us/human-
rights](https://topics.arlingtonva.us/human-rights)



(703) 228-3929

DC Office of Human Rights



ohr.dc.gov



(202) 727-4559

Prince William County Office of Human Rights



pwcgov.org/humanrights



(703) 792-4680

Presenters

Monica Colunga

Outreach & Education Coordinator, U.S. Equal Employment Opportunity Commission

Brett Beall

Compliance Assistant, Occupational Safety and Health Administration

LEAVE LAWS RELATED TO COVID-19 IN THE DISTRICT OF COLUMBIA

D.C. Family & Medical Leave Act of 1990 (DCFMLA) (D.C. Code §§ 32-502 and 503)

DCFMLA provides unpaid, job-protected leave to employees with one year of service and 1,000 hours worked in the preceding year for employers with 20 or more employees – 16 weeks of medical leave (employee’s serious medical condition) **and** 16 weeks of family leave (caring for a seriously ill family member) during a 24-month period. Covid-19 could qualify as a serious medical condition depending on duration and severity.

Coronavirus Support Emergency Amendment Act of 2020 (D.C. Code §§ 32-502.01 and 32-531.02a)

Amends DCFMLA to add “Covid-19 Leave”, providing 16 weeks of unpaid, job-protected leave for Covid-related reasons during the Mayor’s declaration of public health emergency to employees who have been employed for 30 days with an employer of any size.

Amends the Accrued Sick and Safe Leave Act of 2008 (not enforced by OHR) to provide 2 weeks of paid leave for Covid-related reasons during the Mayor’s declaration of public health emergency to employees who have worked for at least 15 days for employers, other than healthcare providers, with between 50 and 499 employees.

Universal Paid Leave Amendment Act of 2016 (D.C. Code § 32-541.04) (OHR enforces interference and retaliation)

Covers private sector employees of employers of any size who earned wages in the preceding year and self-employed individuals who elect to participate – 8 weeks of paid leave per year to care for seriously ill self (2-week maximum) or care for a seriously ill family member (6-week maximum). (This leave is not job protected, but retaliation is prohibited.)

Government Family Leave Program Amendment Act of 2014 (D.C. Code § 1-612.03c) (not enforced by OHR)

D.C. Gov’t employees receive up to 8 weeks of paid, job-protected leave per year to care for a seriously ill family member. (D.C. Gov’t employees also receive 13 days of paid sick leave per year.)

Questions?

Andrea Brenner

Prince William County Benefits and
Retirement Division Manager, Human
Resources