

From: [Santo, Dawn](#)
To: [SO All Employees \(Including Student Workers\)](#)
Subject: Families First Coronavirus Response Act (FFCRA)
Date: Thursday, January 14, 2021 9:13:19 AM

Good morning System Offices Employees,

The requirement that employers provide Emergency Paid Sick Leave (EPSL) and Expanded Family and Medical Leave (EFMLA) under the Families First Coronavirus Response Act (FFCRA) expired on December 31, 2020.

According to recent DOL Guidance, employers may (but are not required to) voluntarily extend any unused FFCRA benefits. We have consulted with OGC and we may voluntarily extend FFCRA benefits by virtue of our CEO's authority to grant emergency leave. The System Offices has made the decision to extend FFCRA through March 31, 2021.

The Chancellor's Guidance Memo dated March 18, 2020 encouraged implementation of temporary alternate work location arrangements (remote work) and/or flexible work schedules in accordance with System Regulation [33.06.01](#) for all employees when possible.

If temporary alternate work location and/or flexible work schedule arrangements are not an option and/or you experience a situation in which FFCRA leave may apply, you are encouraged to contact Human Resources to discuss your situation.

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Please access <https://www.tamus.edu/business/human-resources/formsdocuments/> and review the *Families First Coronavirus Response Act* section to obtain further information and access required forms to request EPSL and/or EFMLA.

Best,

Dawn Santo, SHRM-SCP | Assistant Director, Human Resources
System Offices Human Resources

1116 TAMU | College Station, TX 77840-7986
Tel. 979.458.6164 | Fax 979.458.6168 | www.tamus.edu

THE TEXAS A&M UNIVERSITY SYSTEM