Cochise College is a public sector employer required to comply with the Families First Coronavirus Response Act (FFCRA) signed into law on March 18, 2020, and with an effective date of March 23, 2020, and is effective through December 31, 2020.

Procedure 698.1
Provisions and Eligibility

Employees are eligible for up to 80 hours (pro-rated for part-time workers) of paid sick leave if the employee is unable to work or telework because:

- They are subject to a government quarantine or isolation due to COVID-19;
- They have been advised by a healthcare provider to self-quarantine due to COVID-19;
- They are experiencing the symptoms of COVID-19 and are seeking a diagnosis;
- They are caring for an individual subject to or advised to quarantine or isolate;
- They are caring for a child whose school or daycare is closed or unavailable due to COVID-19; or
- They are experiencing substantially similar conditions as those specified by the Secretary of Health and Human Services in consultation with the Secretaries of Labor and Treasury.

The provisions of this policy apply to the extent of the parameters of the position in place based on the appointment and are not intended to extend the appointment of an employee beyond the position parameters had the public health emergency not occurred. For example, if an employee’s normal appointment would have ended on May 15, 2020, as agreed to in the personnel action form or notice of employment signed at the time of the appointment, the paid leave provision ends on May 15, 2020.

Procedure 698.2
Compensation

The employee will be paid at his/her rate of pay for leave taken under this provision, up to a maximum of up to $511 per day, or $5,110 total, when leave is taken for the first three reasons identified above. For the latter three reasons, the employee will be paid at his/her rate of pay for leave taken under this provision for a maximum of up to $200 per day, or $2,000 total.