



Guidance – Family First Coronavirus Response Act (FFRCA)

There has been a lot of confusion around the **Family First Coronavirus Response Act (FFCRA)**, as it pertains to community center employees. The FFCRA is commonly referred to as the “paid sick leave” legislation that was recently passed. This communication is to explain to center employees the specific provisions in the Act that exclude the center and its employees.

Section 826.30, **Employee eligibility for leave, excludes:**

c) “Employees who are **health care providers** and emergency responders.”

An Employer whose Employee is a health care provider or an emergency responder may exclude such Employee from the Emergency Paid Sick Leave Act (EPSLA) paid sick leave requirements and/or the Emergency Family and Medical Leave Expansion Act (EFMLEA) requirements

The regulations **define Health Care Provider** as:

- 1) For the purposes of this definition, **employees who may be exempted** from Paid Sick Leave or Expanded Family and Medical Leave by their Employer under the FFCRA:

“A **health care provider is anyone employed** at any doctor’s office, hospital, **health care center, clinic**, postsecondary educational institution offering health care instruction, medical school, local health department or agency, nursing facility, retirement facility, nursing home, home health care provider, any facility that performs laboratory or medical testing, pharmacy, or any similar institution, employer, or entity.”

- 2) For the purposes of this definition, a **Facility** is defined as:

“This includes any **permanent** or temporary institution, **facility, location, or site where medical services are provided** that are similar to such institutions. Division C – Emergency Family and Medical Leave Expansion Act”

Bluebonnet Trails Community Services is defined as a "healthcare center " and a "clinic" and is exempt from the law. We understand there is a lot of uncertainty about what is happening with every new day surrounding the COVID-19 public health crisis. We continue to extend a heart-felt thank you for the dedication of our Employees in service to the individuals and communities we serve.

Please find our current leave policy on BNet/Policies and Procedures/Human Resources/Leave Procedure. If you have any questions, please contact the Bluebonnet Trails Community Services **Human Resource Director**.