

## Possible Additional Leave Option under the Families First Coronavirus Response Act

In support of the Coronavirus Disease 2019 (COVID-19) pandemic, additional paid sick leave under the Families First Coronavirus Response Act (FFCRA) is available to NASA civil servants. FFCRA leave can be used in addition to the leave options currently available to employees. It does not replace existing leave or work schedule flexibilities.

The FFCRA provides the following two leave flexibilities:

- The Emergency Paid Sick Leave Act (EPSLA).
- The Emergency Family and Medical Leave Expansion Act (EFMLEA).
  - Only employees on temporary appointments not-to-exceed 1 year or with an intermittent work schedule are eligible for leave under EFMLEA.
  - The NASA Shared Services Center (NSSC) will contact eligible employees individually to provide additional information about leave under EFMLEA.

EPSLA provides a maximum of 80 hours of emergency paid sick leave if an employee is unable to work (or telework) due to any of six specified circumstances related to COVID-19. This new temporary form of leave is in addition to any other paid leave entitlements.

Employees can submit requests for EPSLA leave in the Web-based Time and Attendance Distribution System (WebTADS) by navigating to their **Leave Balances** page and selecting **Create New FFCRA Request** under the **Families First Coronavirus Response Act** section.

**IMPORTANT:** The rates of pay for the different EPSLA circumstances vary and are subject to daily and total limits. Therefore, unlike all other leave categories, employees may not receive 100% of their salary when using the EPSLA paid sick leave of up to 80 hours. While rates differ by geographical areas, **generally NASA employees earning more than \$133,269 annually will not receive their full pay when using EPSLA paid sick leave.** Additionally, employees may incur a debt that must be paid back, or they may receive reduced net pay when using this leave for covered circumstances listed in the [“Federal Employee Rights: Paid Sick Leave and Expanded Family and Medical Leave under the Families First Coronavirus Response Act”](#) notice.

### **“Ask the NSSC” Information Session**

If you are interested in learning more about FFCRA leave, you are encouraged to attend the upcoming “Ask the NSSC” event scheduled on September 17, 2020, 3 p.m. to 4 p.m. Eastern Time (ET). At the end of this e-mail, you will find the event link, number, and password to use if you wish to attend. During this event, a subject matter expert will provide an overview of the program and a live chat representative will be available to answer any outstanding questions that you may have. You may submit questions prior to the event by e-mailing them to [nssc-ask@mail.nasa.gov](mailto:nssc-ask@mail.nasa.gov).

### **Resources**

For more information, you may review the following materials:

- [Frequently Asked Questions for EPSLA Under FFCRA During COVID-19.](#)

- Updated documentation will be posted on the NASA People Coronavirus information Leave & Pay Web page at: <https://nasapeople.nasa.gov/coronavirus/leavepay.html>.
- The U.S. Department of Labor notice, titled "[Federal Employee Rights: Paid Sick Leave and Expanded Family and Medical Leave under the Families First Coronavirus Response Act](#)".

**"Ask the NSSC" Participant Information**

Event address for attendees:

<https://nasaenterprise.webex.com/nasaenterprise/onstage/g.php?MTID=e1a93e298cb156bdc04d482cb7451f2ec>

Event number: 199 966 6052

Event password: EnNUYq5b5\*5

If you have questions about your eligibility, potential pay impacts, or WebTADS coding, please contact the NSSC Customer Contact Center by phone at 1-877-677-2123 or by e-mail at [nssc-contactcenter@nasa.gov](mailto:nssc-contactcenter@nasa.gov).

For questions concerning this notice, contact:

**NSSC Customer Contact Center**

1-877-677-2123 (1-877-NSSC123) or [nssc-contactcenter@nasa.gov](mailto:nssc-contactcenter@nasa.gov)