

September 2, 2020

Navigating Work Requirements and Children Returning to School During COVID-19

With the opening of schools for the Fall semester, it seems that every school district and even schools within the school district, have announced different strategies on how to handle COVID-19 and keep children safe. The new school schedules make it difficult for working parents to juggle their work priorities and the needs of their children.

On August 27th, the Department of Labor added three more questions to their popular “Families First Coronavirus Response Act: Questions and Answers” guidance regarding paid leave and how the different education options for children may be handled.

The guidance addresses if parents can take paid leave under the Families First Coronavirus Response Act (FFCRA) in the following situations;

- Schools are operating on alternate days (or other hybrid-attendance) where students alternate between attending school in person and remote learning
- Parents have the choice between sending their child to school in person or participate in a remote learning environment for a period of time
- The school year starts off as a remote learning environment and plans to evaluate on a continuing basis the best option for students

If you have questions about how to handle the above situations, we can walk you through the best way to work with your employees on paid leave. Contact us at info@humanresourcesolutionsllc.com

