COVID-19 Addendum to Employee Handbook

Sephardic Community Youth Center’s policies are consistent with Federal, State, or Local regulations.

**Workplace Safety & Prevention Policy**

Sephardic Community Youth Center takes affirmative steps to address and mitigate risks associated with a workplace COVID-19 outbreak. Therefore, all employees are required to complete Covid-19 Safety Training and Return to work Questionnaire. Also employee must obey by the requirements outlined in the SCC’s Return-to-Work Guide. For detailed Return-to-Work Guide and Requirements visit: https://www.scclive.org/policies/

SCC follows the new requirements of the Families First Coronavirus Response Act, which are in effect through December 31, 2020, and are enforced by the U.S. Department of Labor’s Wage and Hour Division.

**Sick Leave Policies**

* Two weeks (up to 80 hours) of **paid sick leave** at the employee’s regular rate of pay where the employee is unable to work because the employee is quarantined (pursuant to Federal, State, or local government order or advice of a health care provider), and/or experiencing COVID-19 symptoms and seeking a medical diagnosis; or
* Two weeks (up to 80 hours) of **paid sick leave** at two-thirds the employee’s regular rate of pay because the employee is unable to work because of a bona fide need to care for an individual subject to quarantine (pursuant to Federal, State, or local government order or advice of a health care provider), or to care for a child (under 18 years of age) whose school or child care provider is closed or unavailable for reasons related to COVID-19, and/or the employee is experiencing a substantially similar condition as specified by the Secretary of Health and Human Services, in consultation with the Secretaries of the Treasury and Labor; and
* Up to an additional 10 weeks of**paid expanded family and medical leave** at two-thirds the employee’s regular rate of pay where an employee, who has been employed for at least 30 calendar days, is unable to work due to a bona fide need for leave to care for a child whose school or child care provider is closed or unavailable for reasons related to COVID-19.