



Families First Coronavirus Response Act Rollover FAQs

Important Information on Emergency Paid Sick Leave Rollover Hours

Also see the [Emergency Paid Sick Leave Rollover Examples](#).

What was the federal Families First Coronavirus Response Act?

This Act is the Congressional response to coronavirus (COVID-19), designed to provide free COVID-19 testing, paid sick leave, and an expansion of the current Family & Medical Leave Act (FMLA). Provisions for Emergency Paid Sick Leave and Emergency Family & Medical Leave Act Expansion pay began on April 1, 2020 and expired on December 31, 2020. Full-time employees were eligible for up to 80 hours of Emergency Paid Sick Leave, and part-time employees a prorated amount, if unable to work due to COVID-19.

While not required by the Act, the Appointing Authorities decided in April, barring any changes or extensions to these Acts, that after the end of the 2020 calendar year, unused Emergency Paid Sick Leave hours would be rolled over to become regular “annual leave” hours for employees who were employed on April 1, 2020 and are still employed when the leave rolls over.

When is the rolled over leave available?

You can begin using the time as annual leave starting on January 3.

If I separated from employment in 2020, will I be paid for unused Emergency Paid Sick Leave?

No. If you terminated employment before the end of the current calendar year, you will not be paid for unused Emergency Paid Sick Leave hours.

What happens if I began working for Pinellas County on or after April 1?

Employees who became employed after April 1, 2020 and are still employed on January 1, 2021, will receive a rollover of any unused EPSL hours prorated to one ninth of 80 hours for every full month of employment.

What happens if I have a COVID-19 related absence in 2021?

You would have to utilize hours from your annual leave bank or use other paid leave such as floating holidays and personal days. You also may qualify for Short Term Disability if you are sick.

Is Emergency Family & Medical Leave (FMLA) eligible in 2021?

The Emergency FMLA expired on December 31, 2020.

Who should I call if I have more questions?

Please contact Benefits at (727) 464-4570 or employee.benefits@pinellascounty.org.