

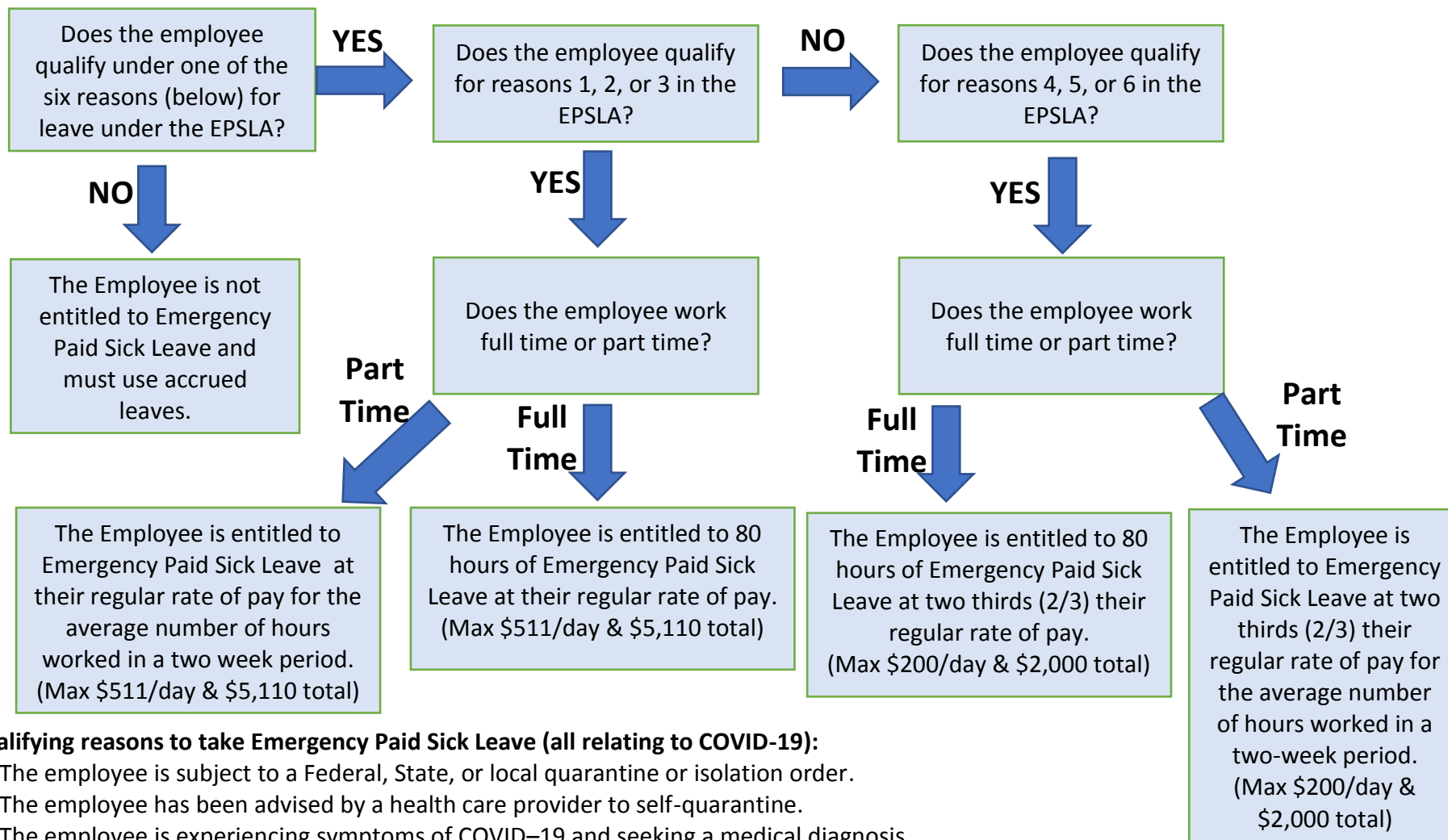
FFCRA – Leave Chart for Emergency FMLA and Emergency Sick Leave

Qualifying Reasons for: Emergency Paid Sick Leave (EPSL)	Weeks 1 and 2 (80 hours)		Weeks 3 through 12 (additional 10 weeks)
1. subject to a Federal, State, or local quarantine or isolation order related to COVID-19	Paid EPSL at regular rate	No EFML	No EFML
2. has been advised by a health care provider to self-quarantine related to COVID-19	Paid EPSL at regular rate	No EFML	No EFML
3. is experiencing COVID-19 symptoms and is seeking a medical diagnosis	Paid EPSL at regular rate	No EFML	No EFML
4. is caring for an individual subject to an order described in (1) or self-quarantine as described in (2)	Paid EPSL at 2/3 regular rate	No EFML	No EFML
5. is caring for his or her child whose school or place of care is closed (or child care provider is unavailable) due to COVID-19 related reasons This is Also the Only Qualifying Reason for Emergency Family Medical Leave (EFML)	Paid EPSL at 2/3 regular rate	Unpaid EFML	PAID EFML at 2/3 regular rate
6. is experiencing any other substantially-similar condition specified by the U.S. Department of Health and Human Services	Paid EPSL at 2/3 regular rate	No EFML	No EFML



Determining an Employee's Pay Under the Emergency Paid Sick Leave Act (EPSLA)

Start Here

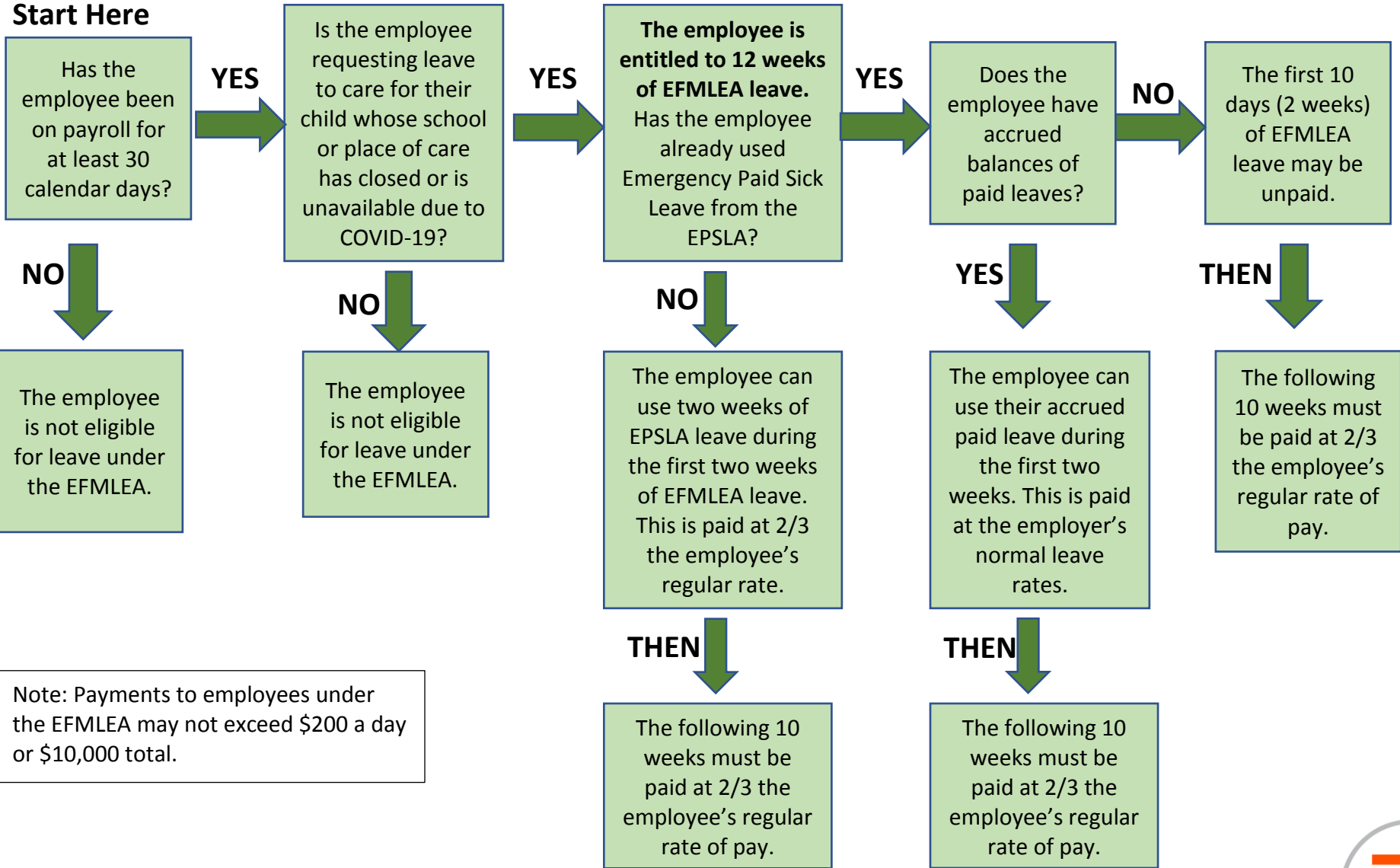


Qualifying reasons to take Emergency Paid Sick Leave (all relating to COVID-19):

- (1) The employee is subject to a Federal, State, or local quarantine or isolation order.
- (2) The employee has been advised by a health care provider to self-quarantine.
- (3) The employee is experiencing symptoms of COVID-19 and seeking a medical diagnosis.
- (4) The employee is caring for an individual who is subject to such an order in (1) or such advice in (2).
- (5) The employee is caring for their child whose school or place of care has closed or is unavailable.
- (6) The employee is experiencing any other substantially similar condition specified by the Secretary of Health and Human Services.



Determining an Employee's Pay Under the Emergency Family and Medical Leave Expansion Act (EFMLEA)



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March 27, 2020

Dear Colleagues:

As we all face the growing health concerns impacting our world, the DAC remains committed to providing technical assistance to organizations serving crime victims.

Many of you may be grappling with how to serve victims in the weeks and months ahead as traditional methods may not be feasible or recommended. You are not alone and we have located links to some national resources that may be of help to you and your staff during this national emergency.

Work Environment

We have heard from local programs that are in the process of adapting work settings in response to COVID-19. For example, many organizations are seeking resources on transitioning to remote teams, supervising telecommuting staff, ensuring appropriate new workloads, and supporting colleagues' self-care. This may be an opportune time to focus on those professional "to do" items that usually get little attention, e.g., building staff skills, drafting trauma-informed policies and protocols, or even training volunteers online. Here are a few ideas:

- ❖ With changes in schedules, you may find time to work toward the National Advocate Credential (<https://www.thenacp.org/>). OVC TTAC's Victim Assistance Training (VAT) *Online* is a no-cost resource you can use toward this credential <https://www.ovcttac.gov/views/TrainingMaterials/dspOnlineTraining.cfm>.
- ❖ Do you want to create or strengthening your trauma-informed standard operating procedures? Consult the great information from the [Human Trafficking Task Force e-Guide](#).
- ❖ There are helpful resources for supporting volunteers as well at the OVC TTAC Resource Library <https://www.ovcttac.gov/resourceLibrary/index.cfm>.

Supporting Survivors and Staff

National hotline supports remain available, including:

- ❖ The National Domestic Violence Hotline is 24/7, confidential, and free: **1-800-799-7233** and through [chat](#).
- ❖ The National Sexual Assault Hotline is 24/7, confidential, and free: **1-800-656-HOPE (4673)** and through [chat](#).
- ❖ The National Human Trafficking Hotline is 24/7, confidential, and free: **1-888-373-7888** and through text SMS: 233733 (Text “Help” or “Info”)
- ❖ The [StrongHearts Native Helpline](#) for domestic/sexual violence is available 7:00 a.m.–10:00 p.m. central time, confidential, and specifically for native communities: **1-844-762-8483**.
- ❖ The [Trans LifeLine](#) for peer support for trans folks is available 9:00 a.m.–3:00 a.m. central time: **1-877-565-8860**
- ❖ [Futures Without Violence-Information on COVID-19 for Survivors, Communities, and DV/SA Programs](#)
- ❖ [OVC TTAC Victim Assistance Trainings \(VAT\) Online](#)- modules on:
 - Self-Care
 - Crisis Intervention
- ❖ [OVC: Vicarious Trauma Toolkit](#)
- ❖ [CDC: Managing Stress and Anxiety](#)

Using Virtual Platforms with Clients

- ❖ [NNEDV: Remote Work During Public Health Crises — Technology Safety](#) (includes information about [Choosing a Digital Services Platform](#) and [Choosing a Vendor for Digital Services](#))
- ❖ [NNEDV: Best Practices for Mobile Computing Devices — Technology Safety](#)
- ❖ [NASW: Standards for Technology in Social Work Practice](#)
- ❖ [NNEDV: Tech Safety: Using Technology to Communicate with Survivors During a Public Health Crisis](#)

NOTE: Before selecting and purchasing online meeting space for meetings to connect with clients, be sure to review their policies on privacy and HIPAA compliance, if appropriate. For example:

- ❖ <https://zoom.us/docs/doc/Zoom-hipaa.pdf>
- ❖ <https://www.gotomeeting.com/meeting/resources/hipaa-compliant-video-conferencing>
- ❖ <https://www.bluejeans.com/use-cases/healthcare>

Using Virtual Platforms with Staff

- ❖ [Harvard Business Review: How to Get People to Actually Participate in Virtual Meetings](#)
- ❖ [VitalSmarts: How to Manage Newly Remote Teams](#)
- ❖ [Microsoft Teams](#)

Disaster Preparedness and Response

- ❖ [OVC: Helping Victims of Mass Violence & Terrorism Toolkit](#) (specifically, the resources on Partnership & Planning, and Recovery)
- ❖ [VolunteerPro: Nonprofit Emergency Plans - What You Need to Know](#)
- ❖ [American Red Cross: Ready Rating](#)
- ❖ [VAWnet: Emergency Planning](#)
- ❖ <https://docs.google.com/document/d/1TMwGbYbexQejRqmgK6veNs2P1JQwTGTHyf-peOpvll/edit?usp=sharing> (example of resource planning/community guide)

Responding to COVID-19

- ❖ [National Network to End Domestic Violence \(NNEDV\): Resources on the Response to the Coronavirus \(COVID-19\)](#)
- ❖ [National Association of Social Workers: Guidance on Responses to Infectious Diseases and COVID-19](#)
- ❖ [CDC: Guidelines for Community Organizations](#)
- ❖ [Georgia Center for Nonprofits: Nonprofit guide to COVID-19 Planning](#)
- ❖ [SAMHSA: Tips for Social Distancing](#)
- ❖ [SAMHSA: Guidance for Substance Use Facilities](#)
- ❖ [VAWnet Preventing & Managing the Spread of COVID-19 Within Domestic Violence Programs](#) (includes guidance for shelters and homeless programs, and much more)
- ❖ [COVID-19 Resources for Legal Services and Victims' Rights - National Crime Victim Law Institute](#)

Should you need assistance with making modifications to your VOCA grant, please continue to contact our office at VOCAhelp@dac.state.ok.us.

Sincerely,

Suzanne Breedlove

Suzanne Breedlove
Director of Victims Services