



DEPARTMENT OF DEFENSE
DEFENSE CIVILIAN PERSONNEL ADVISORY SERVICE
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FOR: CIVILIAN PERSONNEL POLICY COUNCIL MEMBERS

FROM: Defense Civilian Personnel Advisory Service Director, Ms. Michelle LoweSolis

SUBJECT: Office of Personnel Management Guidance on Emergency Paid Sick Leave Act

AUDIENCE: Nonappropriated Fund and Appropriated Fund Employees

ACTION: Disseminate to all Department of Defense (DoD) Human Resources Practitioners

REFERENCE(S):

- (a) Office of Personnel Management, "Summary of Statutory and Regulatory Requirements in Connection with the Emergency Paid Sick Leave Act (EPSLA) – Application to Federal Employees," dated April 22, 2020, <https://www.opm.gov/policy-data-oversight/covid-19/opm-summary-of-statutory-and-regulatory-requirements-in-connection-with-the-emergency-paid-sick-leave-act-epsla.pdf>
- (b) Office of Personnel Management, "Fact Sheet: Federal Employee Coverage under the Leave Provisions of the Families First Coronavirus Response Act," dated April 7, 2020, <https://www.opm.gov/policy-data-oversight/covid-19/opm-fact-sheet-federal-employee-coverage-under-the-leave-provisions-of-the-families-first-coronavirus-response-act-ffcra.pdf>
- (c) Department of Labor, "COVID-19 and the American Workplace," <https://www.dol.gov/agencies/whd/pandemic>

BACKGROUND/INTENT: On April 22, 2020, the Office of Personnel Management (OPM) released guidance (reference a) on leave provided by the EPSLA as established under the Families First Coronavirus Response Act. The guidance does not address the use of leave established under the Emergency Family and Medical Leave Expansion Act (EFMLEA). DoD Components should refer to OPM guidance (reference b) on eligibility for leave under the EFMLEA, and resources available (reference c) at the Department of Labor who is responsible for administering the EFMLEA.

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