Governor Charlie Baker issued an [emergency order extending the temporary closure of all non-emergency childcare programs until May 4](https://www.mass.gov/news/baker-polito-administration-announces-extension-of-school-and-non-emergency-child-care-program)in an effort to prevent the further spread of COVID-19 in the Commonwealth. This applies to group child care settings, both center- and family-based. All families should keep children out of group care settings to the greatest extent possible to practice social distancing. <https://eeclead.force.com/apex/EEC_ChildCareEmergencyProcedure>



**FMLA COVID-19 Changes: What is the effective date of the Families First Coronavirus Response Act (FFCRA), which includes the Emergency Paid Sick Leave Act and the Emergency Family and Medical Leave Expansion Act?** <https://www.dol.gov/agencies/whd/pandemic/ffcra-questions>

The FFCRA’s paid leave provisions are effective on April 1, 2020, and apply to leave taken between April 1, 2020, and December 31, 2020. You can take paid sick leave because you are unable to work or telework due to a need for leave because you (1) are subject to a Federal, State, or local quarantine or isolation order related to COVID-19; (2) have been advised by a health care provider to self-quarantine due to concerns related to COVID-19; or (3) are experiencing symptoms of COVID-19 and are seeking medical diagnosis.

You can take paid sick leave because you are: (1) caring for an individual who is subject to a Federal, State, or local quarantine or isolation order related to COVID-19 or an individual who has been advised by a health care provider to self-quarantine due to concerns related to COVID-19; (2) caring for your child whose school or place of care is closed, or child care provider is unavailable, due to COVID-19 related reasons; or (3) experiencing any other substantially-similar condition that may arise, as specified by the Secretary of Health and Human Services.

You can take expanded family and medical leave by using paid sick leave for the first two weeks of that leave period, or you may substitute any accrued vacation leave, personal leave, or medical or sick leave you have under your employer’s policy. For the following ten weeks, you will be paid for your leave at an amount no less than 2/3 of your [regular rate of pay](https://www.dol.gov/agencies/whd/fact-sheets/56a-regular-rate) for the hours you would be normally scheduled to work. If you take paid sick leave during the first two weeks of unpaid expanded family and medical leave, you will not receive more than $200 per day or $12,000 for the twelve weeks that include both paid sick leave and expanded family and medical leave when you are on leave to care for your child whose school or place of care is closed, or child care provider is unavailable, due to COVID-19 related reasons. If you take employer-provided accrued leave during those first two weeks, you are entitled to the full amount for such accrued leave, even if that is greater than $200 per day.

The U.S. Department of Labor's (USDOL) Wage and Hour Division administers and enforces the FFCRA’s new paid leave requirements. If you have any questions, please contact the USDOL at 1-866-487-9243 .

**Childcare for Essential Workers:**

<https://eeclead.force.com/apex/EEC_ChildCareEmergencyProcedure>

Essential workers list - <https://www.mass.gov/info-details/covid-19-essential-services>

**30 Days of Free, Premium Access for Frontline Workers who need Childare:** [**www.care.com**](http://www.care.com)

Care.com is providing one month of free, premium access to our site to support your important service to the community at this difficult time.

* Access the largest online site for care
* Find help for your children, parents & pets
* Unlimited messaging with caregivers
* Free for 30 days

**When can I use Earned Sick Time if I miss work due to COVID-19?** (from [www.Mass.gov](http://www.Mass.gov))

Workers who miss work because their child’s school is closed due to an order from a state or local authority because of a COVID-19-related matter: The state encourages employers to allow use of Earned Sick Time, accrued vacation or other paid time off during this public health crisis even if earned sick time isn’t required.

**WorkShare** is a program that offers a smart alternative to layoffs. Employees work reduced hours while collecting unemployment benefits to supplement their lower wages.  <https://www.mass.gov/workshare-for-workers>WorkShare dependency allowance: The WorkShare program allows an equal percentage of dependent allowances to hours lost. So if you lose 20% of your hours, you can get 20% of the dependency allowance. You may be eligible for the dependency allowance if you are the main support for any child who is under the age of 18.

**If a person contracts the virus for any work-related reason**, that person could be eligible for workers’ compensation. If you qualify, you can receive payments to partially replace your paycheck and for medical care related to your injury. [**Learn more about workers' compensation**](https://www.mass.gov/workers-compensation-for-injured-workers). In most cases, a claimant is not eligible for both unemployment benefits and workers’ compensation.

Resources for Parents who Lose their Jobs due to COVID-19

COVID CARES Act - all the information you need if you lose your job:

<https://www.mass.gov/info-details/update-massachusetts-department-of-unemployment-assistance-announces-guidance-on-cares>

Massachusetts will allow people impacted by COVID-19 to collect unemployment benefits if their workplace is shut down and expects to reopen. This applies to all employees (full and part time) who are impacted by such shutdowns. [**Claimants are urged to file unemployment claims online**](https://www.mass.gov/how-to/apply-for-unemployment-benefits). Employees have a right to apply for unemployment insurance benefits if they are laid off or fired or if they are partially unemployed (meaning if an employee’s hours or earnings have been reduced by more than one-third, they may be eligible to collect unemployment benefits). They cannot be forced to use all of their earned sick time before applying for unemployment.  Most employees who are out of work due to COVID-19 should be eligible for unemployment insurance benefits. There is no waiting period for persons filing a claim for unemployment benefits where they have been separated from employment due to COVID-19.

**Local Resources for Families**

Acton & Boxboro residents:

<https://abuw.org/index.php/en/how-we-help/covid-19-help>

Bedford residents:

<https://www.bedfordma.gov/>

Concord & Carlisle residents:

[https://www.carlislema.go](https://www.carlislema.gov/845/Coronavirus-COVID-19)

<https://concordma.gov/2561/Coronavirus-2019-COVID19v/845/Coronavirus-COVID-19>

<https://www.cccommunitychest.org/covid-19-crisis-resources/>

Harvard residents:

<https://www.harvard.ma.us/home/news/coronavirus-covid-19-community-information>

Lincoln residents:

<http://www.lincolntown.org/DocumentCenter/View/58818/LincolnResources>

Littleton residents:

<https://www.littletonma.org/town-littleton-information-center/pages/community-resources>

Maynard residents:

<https://www.townofmaynard-ma.gov/covid19/>

Sudbury residents:

<https://sudbury.ma.us/health/2020/04/08/coronavirus/>

<https://sudbury.ma.us/socialworker/2020/03/26/comprehensive-covid-19-resource-guide/>

Westford residents:

<https://westfordma.gov/1277/COVID-19>