



# MOHAVE COUNTY SUPERIOR COURT POLICY AND PROCEDURE

TITLE: 1.061 EMERGENCY PAID SICK LEAVE ACT

EFFECTIVE DATE: 04/01/2020

REVISED DATE:

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- A. PURPOSE:** The Emergency Paid Sick Leave Act (Act) provides employees with paid sick leave for specified reasons related to COVID-19. This policy is effective April 1, 2020 through December 31, 2020.
- B. GENERAL:** The Superior Court is committed to complying with the Act and shall interpret and apply this policy in a manner consistent with the Act. In the event of any conflict between this policy and the applicable law, employees will be afforded all rights required by law.
- C. TYPES OF PAID SICK LEAVE:**
1. Full-time employees may receive two weeks (up to 80 hours) of paid sick time at the employee's regular rate of pay when the employee is unable to work. Part-time employees are eligible for paid sick time based on the number of hours the employee works on average. Paid sick time may be taken under this paragraph because the employee is:
    - a) quarantined (pursuant to Federal, State, or local government order or advice of a healthcare provider); and/or
    - b) experiencing COVID-19 symptoms and is seeking a medical diagnosis.
  2. Full-time employees may receive two weeks (up to 80 hours) of paid sick time at two-thirds the employee's regular rate of pay because the employee is unable to work. Part-time employees are eligible for paid sick time based on the number of hours the employee works on average. Paid sick time may be taken under this paragraph because:
    - a) of a need to care for an individual subject to quarantine (pursuant to Federal, State, or local government order or advice of a healthcare provider); or
    - b) 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
    - c) 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.
  3. Employees that have been employed for at least 30 days may receive up to an additional 10 weeks of paid family leave at two-thirds the employee's regular rate of pay where an employee is unable to work due to a need for leave to care for a child whose school or child care provider is closed or unavailable for reasons related to COVID-19.