



e-Newsletter

Click on details of workplace rights, safety and health, and accessibility in the legislative branch:

TRAINING AND THE OCWR

COVID-19 and the ensuing prevalence of telework and social distancing requirements have challenged many offices to rethink how they can provide their employees with important training. Virtual training events are providing offices with innovative and unique opportunities for their employees to learn and interact while also encouraging them to remain engaged through networking with colleagues and fulfilling the missions of their offices.

The OCWR is committed to providing training to covered legislative branch employees. Recently, the OCWR created a series of informative video modules that address various workplace protections under the Congressional Accountability Act (CAA), including:

- *[Prohibiting Discrimination in the Workplace](#)
- *[Prohibiting Harassment in the Workplace](#)
- *[Protection Against Reprisal or Intimidation for Exercising Workplace Rights](#)
- *[Family and Medical Leave Act \(FMLA\) and Americans with Disabilities Act \(ADA\)](#)
- *[Fair Labor Standards Act \(FLSA\) in the Workplace](#)
- *[Additional Rights in the Workplace](#)
- *[The OCWR Administrative Dispute Resolution \(ADR\) Process](#)
- *[Ensuring Safety and Accessibility in the Legislative Branch](#)

The OCWR also offers live virtual training sessions on Understanding Unconscious Bias, The Congressional Accountability Act, and Racial Justice in the Workplace. Contact our office for more information on training opportunities for your office.



Don't miss updates: [e-Alerts](#),
[Twitter](#), [Instagram](#),
[LinkedIn](#), and [Facebook](#)

Five Things to Know About the FFCRA

The Families First Coronavirus Response Act (FFCRA) provides paid leave for either a covered legislative branch employee's own health needs or to care for family members during the COVID-19 pandemic. This important legislation, which is slated to end on December 31, 2020, ensures that covered employees are not forced to choose between their paychecks and public health measures. More detailed information on the FFCRA can be found at ocwr.gov/coronavirus or by contacting the OCWR.

Here are five things all covered employees should know about the FFCRA:

1. The FFCRA contains two provisions affecting employee leave: Emergency Paid Sick Leave Act (EPSLA) and Emergency Family and Medical Leave Expansion Act (EFMLEA).
2. A covered employee is entitled to take paid leave if the employee is unable to work or telework for a qualified reason established by the FFCRA. There are six qualifying reasons that allow a covered employee to take leave, which are outlined in our [FFCRA: Questions & Answers](#) document at ocwr.gov/coronavirus.
3. Covered employees are entitled to receive paid sick leave under the EPSLA if an employee is unable to work or telework due to one of the six qualifying reasons. Full-time employees are entitled to up to 80 hours of paid sick leave, and part-time employees are entitled to leave based on the average number of work hours in a 2-week period.
4. A covered employee who has been employed for at least 30 days may also be eligible for up to an additional 10 weeks of partially paid expanded family and medical leave under the EFMLEA if the employee is unable to work, including unable to telework, because the employee 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. It should be noted that this provision merely provides a new justification to use FMLA leave and is not an extension of time granted by FMLA.
5. A covered employee may use EPSLA and EFMLEA leave concurrently if the employee is eligible to use leave under both provisions. An employee is not entitled to more than 12 weeks of paid leave under the FFCRA.



The OCWR's new [Workplace Rights brochure](#) is available on our website. The brochure outlines the work of the OCWR, the rights legislative branch employees have under the Congressional Accountability Act, the Dispute Resolution Process, and other important facts. Download your copy of this important brochure [here](#).