



Kumho Union

May 4, 2020

IMPORTANT INFO ON PAID LEAVE TO CARE FOR CHILDREN

As operations resume at Kumho, many of us are facing challenges with childcare due to school closures.

Under new laws, **you may qualify for additional paid family and medical leave.**

The law requires small employers like Kumho to provide employees who are unable to work with **two weeks of Emergency Paid Sick Leave, at the employee's regular rate**, if they are required to self-quarantine, caring for someone who is quarantined or **caring for a child whose school or place of care is closed** because of COVID-19.

Additionally, it expanded FMLA to include **paid leave to care for a child** if their school or place of care is closed because of COVID-19.

The FMLA paid leave starts after 10-days and lasts up to 12-weeks at a rate of no less than 2/3 the employee's regular rate of pay. It's possible to use the Emergency Paid Sick Leave for the first 10-days.

Kumho issued the following instructions if you want to request either paid sick leave or expanded family and medical leave:

- (1) Call the company at [478-812-9581](tel:478-812-9581) as you normally would to report your absence.
- (2) Provide Human Resources with:
 - The name of your child; The name of the school, place of care, or child care provider that has closed or become unavailable; and a statement that no other suitable person is available to care for your child.
- (3) Call FMLASource at [877-462-3652](tel:877-462-3652) to notify them of your situation.

If you have questions about paid leave to take care of your children, you can contact the USW:

- **Call:** USW Organizer Ricky Waggoner at 731-819-2081
- **Facebook Page:** USW at Kumho
- **Text message updates:** Text the phone #: 47486, Enter the message: USWatKumho