

Office of State Uniform Payroll  
State of Louisiana  
Division of Administration

JOHN BEL EDWARDS  
GOVERNOR



JAY DARDENNE  
COMMISSIONER OF ADMINISTRATION

December 30, 2020

OFFICE OF STATE UNIFORM PAYROLL MEMORANDUM #2021-33

TO: LaGov HCM Paid Agency Human Resources  
and Employee Administration Staff

FROM: Andrea P. Hubbard  
Director

SUBJECT: Families First Coronavirus Response Act (FFCRA) – Update

The mandatory leave provisions of the Families First Coronavirus Response Act (FFCRA) expire on close of business December 31, 2020. The absence types established in LaGov HCM to accommodate this requirement will no longer be permissible for entry after December 31, 2020. On December 27, 2020 President Trump signed the Consolidated Appropriations Act, 2021. Included in this bill is a provision which authorizes employers to voluntarily provide FFCRA leave through March 31, 2021.

As detailed in the State Civil Service (SCS) [General Circular 2020-066](#), Director Decoteau is proposing to allow Appointing Authorities discretion to use this voluntary FFCRA leave provision. If the SCS Commission approves this emergency rule, the absence type permissibility dates for FFCRA leave in LaGov HCM will be extended through March 31, 2021. Agencies will be notified once this change has been made.

For previous OSUP correspondence related to the FFCRA provisions, see OSUP Memoranda [#2020-47](#), [#2020-46](#), and [#2020-45](#). Please direct questions to the OSUP leadership team at [\\_DOA-OSUP-PRNotifica@LA.GOV](mailto:_DOA-OSUP-PRNotifica@LA.GOV).

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