



\*We intend to use a proportional calculation for the \$200 max for employees who are scheduled for a 12-hour or 10-hour shift

See below for a rudimentary visual of the calculation path. Note that the calculation of 'hours' as EFMLA and SICK early in the process would result in the employee getting more qualifying EFMLA absence than required under the program

<u>Hour Type</u>	<u>Hours</u>	<u>Hourly Rate</u>	<u>Total Pay</u>	<u>2/3 Pay</u>	<u>Over \$200</u>	<u>1/3 Pay</u>	<u>Sick Leave Reduction</u>
EFMLA	8	\$20	\$ 160.00	\$ 106.56	\$ -	\$ 53.44	2.6720
EFMLA	8	\$41	\$ 328.00	\$ 218.45	\$ 18.45	\$ 109.55	3.1220
EFMLA	5.328	\$20	\$ 106.56				
SICK	2.672	\$20	\$ 53.44				