

# QUICK Q&A

## Answers to not-so-common questions

*Even the most experienced HR pros have questions from time to time. Our monthly Quick Q&A series provides answers to not-so-common questions and links to helpful resources.*

**Q. What are my company's options to extend some type of paid leave for COVID-19-related illnesses and incidents now that the paid leave provisions within the American Rescue Plan Act (ARPA) expired September 30?**

**A.** Depending upon the objectives you want to achieve, there are a number of options you can consider. Examples include, but are not limited to

- Develop your own COVID-19 policy that mirrors some or all of the paid leave provisions covered by the ARPA.
- Implement a policy that limits COVID-19 paid sick leave to only those who have been vaccinated.
- Require employees to use existing sick or paid leave time or allocate more hours to a time-off bank for COVID-19-related illnesses or events.

Whatever direction you want to take on a supplemental leave policy, our HR Consulting team is here to assist. We can help make sure any paid sick leave policy is compliant with Department of Labor and other regulatory requirements.

### Helpful resources

[Biden signs \\$1.9 trillion in new pandemic relief](#)

[IRS issues FAQs on COVID-19-related tax credits](#)

Got an HR question? Let us know how we can help at [HRconsulting@bukaty.com](mailto:HRconsulting@bukaty.com).