

# Families First Coronavirus Relief Act & Paid Leave

Effective April 1, 2020: FFCRA's paid leave provisions apply to all public employers and companies with less than 500 employees.

## Emergency Paid Sick Leave



If an employer has work for an employee, but the employee is unable to work or telework<sup>1</sup> because they are **caring for themselves** due to a COVID-19 qualified reason...



Employee is eligible for **80 hours** of paid sick leave.



Employer pays 100% of employee's pay (up to \$511 per day).

-or-

If an employer has work for an employee, but the employee can't work or telework because they are **caring for someone else** due to a COVID-19 qualifying reason...

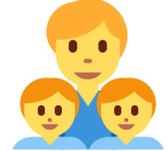


Employee is eligible for **80 hours** of paid sick leave.



Employer pays 2/3 of employee's pay. (up to \$200 per day)

## Emergency Expanded FMLA



If employer has work for an employee, but the employee is unable to work or telework because they need to take **care of their own son or daughter** due to school/daycare being closed because of COVID-19...



Employee is eligible for up to **12 weeks of FMLA**

First 10 days are unpaid



Employee may choose to use the Emergency Paid Sick Leave (80 hours) for these 10 days, or use regular PTO/Vacation Leave.

After 10 days, the rest of the emergency FMLA is partially paid by the employer for the remainder of the FMLA (up to 10 weeks)



Employer pays 2/3 of employee's pay. (up to \$200 per day)

## Intermittent Leave



Paid sick leave cannot be taken intermittently if the employee is working at their usual worksite and taking leave for a qualifying COVID-19 reason.

If the employee and employer agree, the employee may take the expanded FMLA intermittently if the leave is to take care of the employees' own son or daughter because school/daycare is closed due to COVID-19.



## Employee is not eligible for Paid Sick Leave or Extended FMLA...

- ✓ If employee is furloughed or not working because their employer closed due to COVID-19
- ✓ If employer does not have enough hours for the employee due to COVID-19



However, the employee may be eligible for unemployment.

<sup>1</sup>Telework: also referred to as 'telecommute,' is the practice of working from home.

# QUALIFYING REASONS FOR LEAVE RELATED TO COVID-19

## Emergency Paid Sick Leave



**80 hours** of paid sick leave

100% of employee's pay

1. employee is subject to a Federal, State, or local quarantine or isolation order related to COVID-19;
2. employee has been advised by a health care provider to self-quarantine related to COVID-19;
3. employee is experiencing COVID-19 symptoms and is seeking a medical diagnosis;

## Emergency Expanded FMLA



**10 weeks** of partially paid FMLA

$\frac{2}{3}$  of employee's pay

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4. employee is caring for an individual subject to an order described in #1 or self-quarantine as described in #2
6. employee is experiencing any other substantially-similar condition specified by the U.S. Department of Health and Human Services.

5. employee is caring for his or her own son or daughter because their school or place of care is closed (or child care provider is unavailable) due to COVID-19 related reasons.

### Please Note:

*This is for illustration purposes only and not intended to be used as an official document. For the most current documents on the FFCRA, visit [www.dol.gov/agencies/whd](http://www.dol.gov/agencies/whd)*