

COVID-19



Families First Coronavirus Response Act

Effective April 2, 2020 and remains in effect until December 31, 2020.

Applies to employers with fewer than 500 employees and governmental employers, such as public schools.

EMERGENCY PAID SICK LEAVE

10 DAYS (80 HOURS) OF FULL PAY FOR ANY EMPLOYEE:

- Subject to Government quarantine or isolation order;
- Advised by a healthcare provider to self-quarantine; or
- Experiencing symptoms of COVID-19 and seeking a medical diagnosis.

Caps: \$511 per day/\$5,110 aggregate

10 DAYS (80 HOURS) OF 2/3 PAY FOR ANY EMPLOYEE:

- Caring for a person subject to a quarantine order or advised to self-quarantine;
- Caring for children if schools are closed or their regular caregiver/daycare is unavailable because of a public health emergency; or
- Experiencing substantially similar conditions.

Caps: \$200 per day/\$2,000 aggregate

- **Impact on Existing Leave Policies:** In addition to any existing sick leave. Cannot require employee to use other paid sick leave before using this leave.
- **Part-Time Employees:** Instead of 10-day allotment, entitled to average hours of work over 2 week period for prior 6 months or, if newer, the hours expected at time of hire.
- **Notice:** Employer must post a notice. DOL to provide model notice within 7 days.

EMERGENCY FAMILY AND MEDICAL LEAVE EXPANSION

12 WEEKS JOB-PROTECTED PAID LEAVE FOR ANY EMPLOYEE:

- Employed for at least 30 days
- Unable to work or telework, because they must care for child (under 18) as the result of closed school/daycare or unavailable childcare provider due to a public health emergency

PAY SCHEDULE:

- Weeks 1-2 (10 days): **Unpaid** (must use personal leave or FFCRA sick leave)
- Weeks 3-12: **2/3 pay**

Caps: \$200/day and \$10,000 in the aggregate.

- Job Restoration Requirements under FMLA apply.