

Families First Coronavirus Response Act Overview

Leave Reasons and Eligibility Details	(A) Employee is subject to a Federal, State, or local quarantine or isolation order related to COVID-19.	(B) Employee has been advised by a health care provider (HCP) to self-quarantine due to concerns related to COVID-19.	(C) Employee is experiencing symptoms of COVID-19 and seeking a medical diagnosis.	(D) Employee is caring for an individual who is subject to a Federal, State, or local quarantine or isolation or has been advised by a HCP to self-quarantine due to concerns related to COVID-19.	(E) Employee is caring for a child if the school or place of care has been closed
Emergency Paid Sick Leave entitlement:	Maximum of 2 weeks (80 hours) ¹ at 100% of the regular rate of pay, up to \$511 per day and \$5,110 in the aggregate.			Maximum of 2 weeks (80 hours) ¹ at 2/3 of the regular rate of pay, up to \$200 per day and \$2,000 in the aggregate.	
Emergency FMLA (EFMLA) entitlement:	Not applicable.				First 10 days are unpaid, then 10 weeks at 2/3 of the regular rate of pay, up to \$200 per day and \$10,000 in the aggregate.
Who is eligible?	All employees.				<u>Emergency Paid Sick Leave</u> : all employees. <u>EFMLA</u> : must be employed for 30 days and have available FMLA ² .
Conditions when leave may apply...	Employee is subject to the Governor's stay at home order.	HCP directs or advises employee to stay home or quarantine because: <ul style="list-style-type: none"> Employee has COVID-19, The employee may have COVID-19, or The employee is particularly vulnerable to COVID-19. 	Symptoms: fever, dry cough and shortness of breath (or other symptoms identified by CDC). Limited to time employee is unable to work while taking steps to obtain a medical diagnosis (e.g., scheduling or attending an appointment). ³	An individual ⁴ is unable to care for him or herself and depends on the employee for care. The individual <u>genuinely needs the employee's care</u> .	Only when the employee needs to and is actually caring for the child and there is no other suitable person available to care for the child.
Leave may not apply when...	<ul style="list-style-type: none"> Employee is required to work as essential personnel and is not subject to the Governor's stay at home order. Employee is permitted to telework. Employer does not have work for employee. 	<ul style="list-style-type: none"> Employee is permitted to telework and condition does not prevent them from doing so. Employer does not have work for employee. 	<ul style="list-style-type: none"> Employee is permitted to telework and condition does not prevent them from doing so. Employee may not take leave without seeking a medical diagnosis. Employer does not have work for employee. 	<ul style="list-style-type: none"> Employee is permitted to telework and provision of care does not prevent them from doing so. The individual does not need to be cared for or is not an immediate family member, roommate, or similar. Employer does not have work for employee. 	<ul style="list-style-type: none"> Employee is permitted to telework and care of child does not prevent them from doing so. There is another suitable person to care for the child. Employer does not have work for employee.

¹ Part-time and on-call employees are entitled based on average number of hours the employee worked for the six months prior to taking this paid sick leave.

² An employee's eligibility for emergency FMLA depends on how much FMLA they have already taken during their 12-month period.

³ An employee may continue to take leave while experiencing any of the symptoms specified above if they are unable to work; or may continue to take leave after testing positive for COVID-19, regardless of symptoms experienced, provided that the health care provider advises the employee to self-quarantine.

⁴ Paid sick leave may not be taken to care for someone with whom the employee has no personal relationship. The individual being cared for must be an immediate family member, roommate, or a similar person.