

**FAMILIES FIRST CORONAVIRUS RESPONSE ACT
PAID LEAVE OVERVIEW**

	Emergency Paid Sick Leave	FMLA Public Health Emergency Leave
Duration of Leave	Up to 80 Hours (Prorated for part-time employees)	Up to 12 Weeks of Job-Protected Leave
Eligible Employees	All employees **Health care providers and emergency responders may be excluded	Any employee who has worked for the County for at least 30 days **Health care providers and emergency responders may be excluded
Qualifying Leave Reason(s)	<p>Employee is <i>unable to work or telework</i> and falls into one of the following:</p> <ol style="list-style-type: none"> 1. Is subject to a Federal, State, or local quarantine or isolation order related to COVID-19; or 2. Has been advised by a health care provider to self-quarantine related to COVID-19; or 3. Is experiencing COVID-19 symptoms and is seeking a medical diagnosis; or 4. Is caring for an individual subject to an order described in (1) or self-quarantine as described in (2); or 5. Is caring for a child whose school or place of care is closed (or child care provider is unavailable) for reasons related to COVID-19; or 6. Is experiencing any substantially-similar condition specified by the Sec. of Health and Human Services, in consultation with Secs. of Labor and Treasury. 	<p>If the employee is unable to work, or telework, to care for a child under 18 years of age if the school or place of care has been closed, or the child care provider is unavailable.</p>
Payment	<p>For leave reasons (1), (2), or (3): Paid at their regular rate, up to \$511 per day to a maximum of \$5,110.</p> <p>For leave reasons (4), (5) or (6): Paid at 2/3 their regular rate, up to \$200 per day to a maximum of \$2,000.</p>	<p>The initial 10 days of leave may consist of unpaid leave. However, an employee may elect to substitute any paid leave (e.g., Vacation, Sick, Holiday, etc.) for unpaid leave during the initial 10 days, including using <u>Emergency Paid Sick Leave</u>.</p> <p>Thereafter, paid at 2/3 their regular rate, up to \$200 per day to a maximum of \$10,000.</p> <p>NOTE: A part-time employee is eligible for leave for the number of hours that the employee is normally scheduled to work over that period.</p>

EMPLOYEE RIGHTS

PAID SICK LEAVE AND EXPANDED FAMILY AND MEDICAL LEAVE UNDER THE FAMILIES FIRST CORONAVIRUS RESPONSE ACT

The **Families First Coronavirus Response Act (FFCRA or Act)** requires certain employers to provide their employees with paid sick leave and expanded family and medical leave for specified reasons related to COVID-19. These provisions will apply from April 1, 2020 through December 31, 2020.

▶ PAID LEAVE ENTITLEMENTS

Generally, employers covered under the Act must provide employees:

Up to two weeks (80 hours, or a part-time employee's two-week equivalent) of paid sick leave based on the higher of their regular rate of pay, or the applicable state or Federal minimum wage, paid at:

- 100% for qualifying reasons #1-3 below, up to \$511 daily and \$5,110 total;
- ⅔ for qualifying reasons #4 and 6 below, up to \$200 daily and \$2,000 total; and
- Up to 10 weeks more of paid sick leave and expanded family and medical leave paid at ⅔ for qualifying reason #5 below for up to \$200 daily and \$12,000 total.

A part-time employee is eligible for leave for the number of hours that the employee is normally scheduled to work over that period.

▶ ELIGIBLE EMPLOYEES

In general, employees of private sector employers with fewer than 500 employees, and certain public sector employers, are eligible for up to two weeks of fully or partially paid sick leave for COVID-19 related reasons (see below). *Employees who have been employed for at least 30 days prior to their leave request may be eligible for up to an additional 10 weeks of partially paid expanded family and medical leave for reason #5 below.*

▶ QUALIFYING REASONS FOR LEAVE RELATED TO COVID-19

An employee is entitled to take leave related to COVID-19 if the employee is unable to work, including unable to telework, because the employee:

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| <ol style="list-style-type: none">1. is subject to a Federal, State, or local quarantine or isolation order related to COVID-19;2. has been advised by a health care provider to self-quarantine related to COVID-19;3. is experiencing COVID-19 symptoms and is seeking a medical diagnosis;4. is caring for an individual subject to an order described in (1) or self-quarantine as described in (2); | <ol style="list-style-type: none">5. is caring for his or her child whose school or place of care is closed (or child care provider is unavailable) due to COVID-19 related reasons; or6. is experiencing any other substantially-similar condition specified by the U.S. Department of Health and Human Services. |
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▶ ENFORCEMENT

The U.S. Department of Labor's Wage and Hour Division (WHD) has the authority to investigate and enforce compliance with the FFCRA. Employers may not discharge, discipline, or otherwise discriminate against any employee who lawfully takes paid sick leave or expanded family and medical leave under the FFCRA, files a complaint, or institutes a proceeding under or related to this Act. Employers in violation of the provisions of the FFCRA will be subject to penalties and enforcement by WHD.



WAGE AND HOUR DIVISION
UNITED STATES DEPARTMENT OF LABOR

For additional information
or to file a complaint:

1-866-487-9243

TTY: 1-877-889-5627

dol.gov/agencies/whd



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