



Emergency Paid Sick Leave Act & Expanded Family and Medical Leave Expansion Act

Employees impacted for various reasons related to the coronavirus pandemic are now eligible for paid sick leave and expanded medical and family leave through Dec. 31, 2020.

Under the Families First Coronavirus Response Act, employers must provide qualifying employees with up to two weeks of paid sick leave. In general, eligible employees include people working for small businesses with fewer than 500 workers, as well as certain public sector workers. People employed for at least 30 days before their leave request also may qualify for an additional 10 weeks of partially paid leave if they are caring for a child whose school or day care is closed due to the coronavirus.

Generally, full-time workers taking leave are entitled to sick pay of up to 80 hours at either their regular rate, or the applicable state or federal minimum wage, whichever is higher. If the employee is unable to work, or telework, they are paid based on the following guidelines:

- Two weeks, up to 80 hours of **paid sick leave** at 100% of the employee's regular pay if they are subject to a quarantine or isolation order; if they have been advised by their health-care provider to self-quarantine; or if they are seeking a diagnosis for coronavirus symptoms. Up to \$511 daily or \$5,110 total.
- Two weeks, up to 80 hours of **paid sick leave** at two-thirds the employee's regular pay if they are unable to work because of a need to care for a quarantined individual or someone experiencing a similar condition; or whose school or child care provider is closed or unavailable for reasons related to coronavirus. Up to \$200 daily or \$2,000 total.
- Individuals who have been employed for at least 30 calendar day, may receive up to an additional 10 weeks of **paid expanded family and medical leave** at two-thirds pay if they are caring for a child whose school or day care is closed or unavailable. Up to \$200 daily or \$10,000 total.

Leave for eligible part-time employees is based on the number of hours they are normally scheduled to work over that period.

If it would threaten the viability of their business, small businesses with fewer than 50 employees could be exempt from the requirement to provide leave if schools close or child care is unavailable.

Where leave is foreseeable, employees should notify their employers about their situation and should know that the employers might require them to provide certain information to continue receiving sick time pay.

The following information is from the U.S. Department of Labor.

<https://www.dol.gov/agencies/whd/pandemic/ffcra-employee-paid-leave>

Am I eligible for paid sick or medical leave?

Covered Employers: The paid sick leave and expanded family and medical leave provisions of the FFCRA apply to certain public employers, and private employers with fewer than 500 employees. Most employees of the federal government are covered by Title II of the Family and Medical Leave Act, which was not amended by this Act, and are therefore not covered by the expanded family and medical leave provisions of the FFCRA. However, federal employees covered by Title II of the Family and Medical Leave Act are covered by the paid sick leave provision.

Small businesses with fewer than 50 employees may qualify for exemption from the requirement to provide leave due to school closings or child care unavailability if the leave requirements would jeopardize the viability of the business as a going concern.

Eligible Employees: *All employees* of covered employers are eligible for two weeks of paid sick time for specified reasons related to COVID-19. *Employees employed for at least 30 days* are eligible for up to an additional 10 weeks of paid family leave to care for a child under certain circumstances related to COVID-19.

What are the qualifying reasons for paid leave?

Under the FFCRA, an employee qualifies for paid sick time if the employee is unable to work, or unable to telework, due to a need for leave because the employee:

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);
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 other substantially similar condition specified by the Secretary of Health and Human Services, in consultation with the Secretaries of Labor and Treasury.

Under the FFCRA, an employee qualifies for expanded family leave if the employee 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.

For detailed information, visit the U.S. Department of Labor website at [dol.gov](https://www.dol.gov).