COVID-19 SPECIFIC LEAVE BENEFITS

What does the Families First Coronavirus Response Act (FFCRA) do?

• Creates Emergency Paid Sick Leave
  o Provides for 80 hours (ten days) of paid sick leave for full-time employees.
  o For an employee’s own illness or quarantine, the benefit is paid at the employee’s regular wage rate and capped at $511 per day and $5,110 total.
  o The Employer is required to continue to pay for health benefits during the leave.
  o This benefit must be used by December 31, 2020.

• Creates Emergency Family Leave for Care of Children
  o Emergency FMLA can be taken if the employee is unable to work due to school closure or unavailability of a child care provider resulting from COVID-19.
  o The first two weeks of such leave is unpaid. The remaining 10 weeks is paid at 2/3 of the employee’s regular rate. An employee’s payout for emergency FMLA is capped at $200 per day or $10,000 total per employee.
  o The Employer is required to continue to pay for health benefits during the leave.
  o This benefit must be used by December 31, 2020.

• Requires Notice Posting
  o Employers are required to post a notice of rights.

When can I use Emergency Paid Sick Leave under the FFCRA?

• If you have been advised by a medical provider to self-quarantine, or if you have coronavirus symptoms (cough, fever, difficulty breathing) and have been seeking a medical diagnosis.

• If you are caring for someone else who has been advised to, or is required to, self-quarantine.

• If you need to care for a child due to school closure or unavailability of a child care provider.

When can I use Emergency Paid Family and Medical Leave (FMLA) for Child Care under the FFCRA?
• Emergency FMLA can only be used if you are unable to work due to a need for leave arising from the closure of a school or day care or unavailability of a child care provider resulting from COVID-19.
• This applies to all employees who have worked at least 30 calendar days for the employer.
• The first 10 days of such leave is unpaid, but you can use vacation or sick leave during that period.
• The remainder of the 12 weeks of emergency FMLA leave is paid at 2/3 of your regular rate of pay. The total payout for emergency FMLA is capped at $200 per day or $10,000 total.
• This benefit must be used by December 31, 2020.