



## COVID-19 FAQ's for Building Trades Union Members

The safety of Building Trades members is our top priority. The Minnesota Building and Construction Trades continues to monitor the impacts of the coronavirus and the disease COVID-19 on the Minnesota Construction Industry. We have developed the following questions and answers to help union members better understand their rights during the COVID-19 pandemic.

### COVID-19 SPECIFIC LEAVE BENEFITS

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

- Creates Emergency Paid Sick Leave
  - Provides for 80 hours (ten days) of paid sick leave for full-time employees.
  - 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.
  - The Employer is required to continue to pay for health benefits during the leave.
  - This benefit must be used by December 31, 2020.
- Creates Emergency Family Leave for Care of Children
  - 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.
  - 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.
  - The Employer is required to continue to pay for health benefits during the leave.
  - This benefit must be used by December 31, 2020.
- Requires Notice Posting
  - 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.

**Additional resources:**

[COVID-19 Benefits Chart for Building Trades Members](#)  
[Families First Coronavirus Response Act FAQ](#)