

FAMILIES FIRST CORONAVIRUS RESPONSE ACT



| | WHO DOES IT AFFECT? | ELIGIBILITY REQUIREMENTS | REASONS FOR LEAVE | LENGTH OF TIME | PAY | OTHER FACTS | EXEMPTIONS |
|---------------------------------|--------------------------------------------|------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| PAID SICK LEAVE (SELF) | All employers with less than 500 employees | N/A | Subject to public health emergency Advised to self-quarantine by a medical provider Experiencing COVID-19 symptoms and seeking medical care | 80 Hours (10 Days) Part Time employee's time is based on average hours over last 6 months | 100% of pay, up to \$511 per day \$5,110 total | Does not roll over In addition to other sick time or PTO Expires 12/31/2020 | N/A |
| PAID SICK LEAVE (FAMILY) | All employers with less than 500 employees | All employees who are able to telecommute should | Caring for individual subject to public health emergency or advised to self-quarantine by a medical provider Caring for employee's child due to school/daycare closure or unavailable due to public health emergency | 80 Hours (10 Days) Part Time employee's time is based on average hours over last 6 months | 66.67% of pay, up to \$200 per day \$2,000 total | Does not roll over In addition to other sick time or PTO Expires 12/31/2020 | N/A |
| EXPANDED FMLA | All employers with less than 500 employees | 30 days of employment All employees who are unable to work or telecommute | To care for an employee's child (under 18) due to school/daycare closure or unavailable due to public health emergency | 12 weeks | First 10 days unpaid; Employee may use paid sick leave or PTO during this time Remainder of leave is 66.67% of pay, up to \$200 per day; \$10,000 total | Expires 12/31/2020 | Employers with 25 or more employees will be under obligation to return employee to equivalent position Employers with 25 or less employees are generally excluded, but must reasonably attempt to return employees to work for up to a year following their leave |