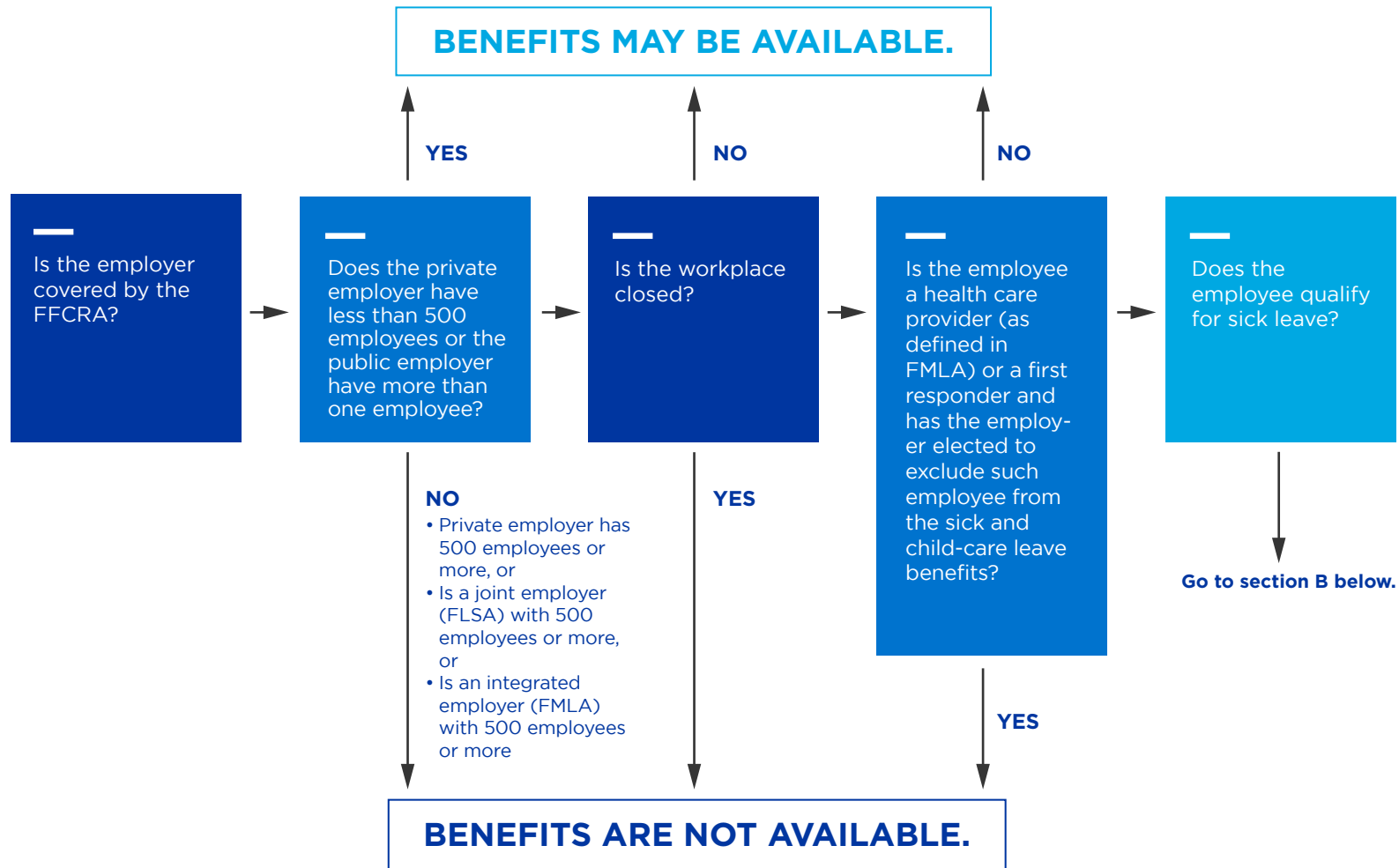


Does the Families First Coronavirus Response Act (FFCRA) Apply to Your Company?

A. Coverage under FFCRA Inquiry

Emergency FMLA Expansion Act – (Child-Care Leave) | Emergency Paid Sick Leave Act – (Sick Leave)

Effective 4/1/2020-12/31/2020



Does the Families First Coronavirus Response Act (FFCRA) Apply to Your Company?

B. Paid Sick Leave Benefit Inquiry

Emergency FMLA Expansion Act – (Child-Care Leave) | Emergency Paid Sick Leave Act – (Sick Leave)

Effective 4/1/2020-12/31/2020

Though the employer has available work, is the employee unable to work or to telework for one of the following reasons?

1. 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 (*Exemption for small businesses with less than 50 employees may apply. See child-care leave benefits on page 3.*); 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.

YES →

FTE is eligible for up to 80 hours of sick leave. PTE is eligible for leave equal to the average number of work hours in a two-week period up to a maximum of 80 hours.



How is sick leave pay calculated?

REASONS 1-3

Sick pay is paid at the employee's regular rate or applicable minimum wage, whichever is higher, up to \$511/day or \$5110 for the two-week period.

REASONS 4-6

Sick pay is paid at 2/3 the employee's regular rate or applicable minimum wage, whichever is higher, up to \$200/day or \$2000 for the two-week period.

NO ↓

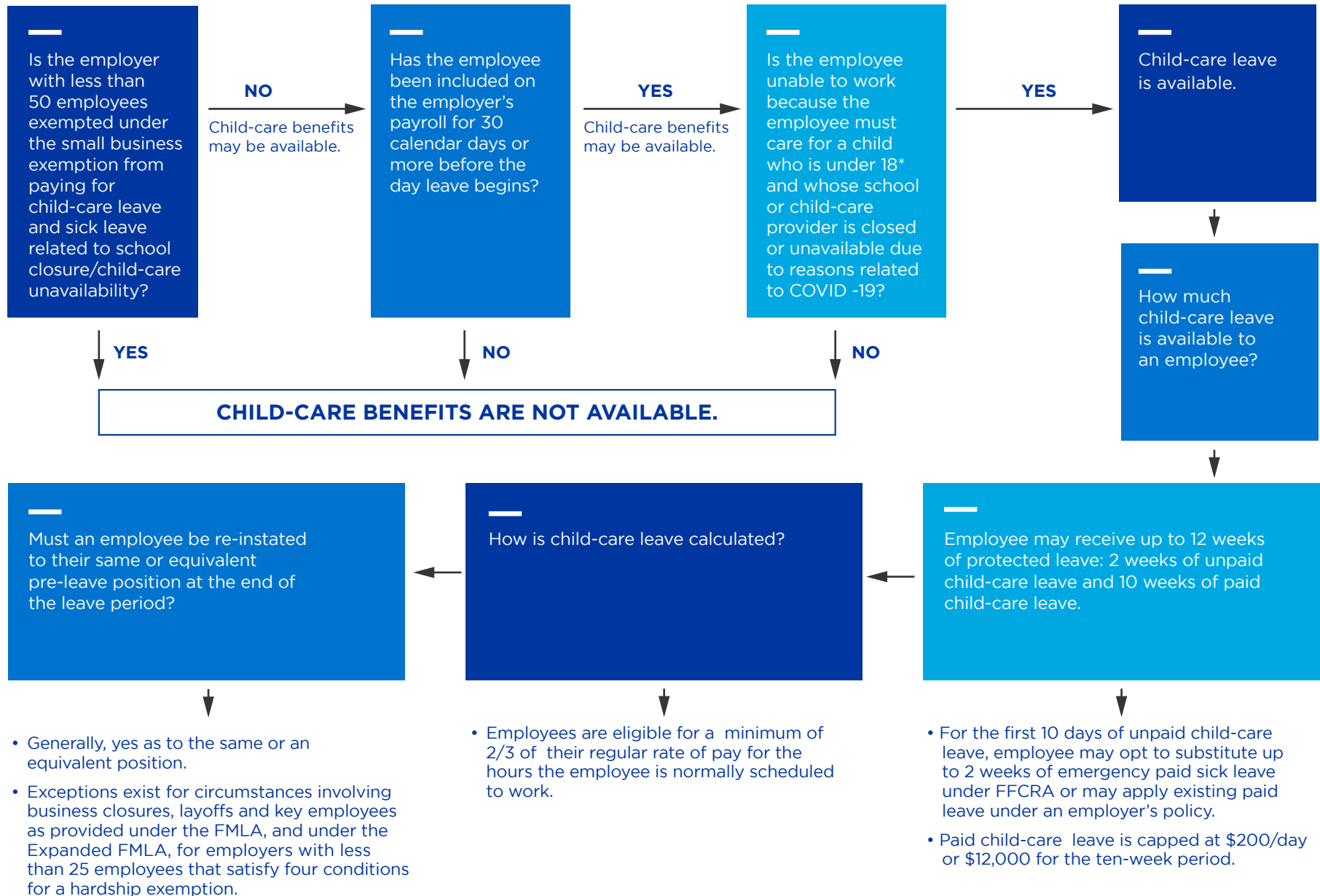
SICK LEAVE BENEFITS ARE NOT AVAILABLE.

Does the Families First Coronavirus Response Act (FFCRA) Apply to Your Company?

C. Child-Care Leave Benefit Inquiry

Emergency FMLA Expansion Act – (Child-Care Leave) | Emergency Paid Sick Leave Act – (Sick Leave)

Effective 4/1/2020-12/31/2020



- Generally, yes as to the same or an equivalent position.
- Exceptions exist for circumstances involving business closures, layoffs and key employees as provided under the FMLA, and under the Expanded FMLA, for employers with less than 25 employees that satisfy four conditions for a hardship exemption.

- Employees are eligible for a minimum of 2/3 of their regular rate of pay for the hours the employee is normally scheduled to work.

- For the first 10 days of unpaid child-care leave, employee may opt to substitute up to 2 weeks of emergency paid sick leave under FFCRA or may apply existing paid leave under an employer's policy.
- Paid child-care leave is capped at \$200/day or \$12,000 for the ten-week period.

(*or an adult child who is 18 years or older and incapable of self-care due to a disability)