

Families First Coronavirus Response Act (H.R.6201) **March 21, 2020**

The following is a synopsis, based on legal consultation, of the requirements of the FFCRA legislation what was signed into law on March 18, 2020 and will be **Effective on 4/2/2020**.

The [Families First Coronavirus Response Act](#) was recently passed through Congress and signed into by the president, and it provides both paid/expanded family leave (FMLA) and paid sick leave for employees who are unable to work (in the office or at home) due to COVID-19 reasons. The program will remain in effect until December 31, 2020. Please read below for a brief summary.

Healthcare providers **MAY** be excluded from these provisions. Small business with less than 25 employees may be exempted.

Emergency Family Leave (FMLA) – Eligible employees (those who have been with the company for at least 30 calendar days) who are (1) caring for their child whose school/daycare is closed due to the public health emergency and (2) are unable to work/telework may take up to 12 weeks of job-protected leave. The first 10 days can be taken unpaid, or the EMPLOYEE can opt to use accrued vacation/PTO or the Emergency Paid Sick Leave. After those 10 days, employees will be paid two-thirds of their normal pay, up to \$200/day for the remainder of the 12 weeks.

Emergency Paid Sick Leave – Every employee is immediately eligible (has worked for as little as 1 day) for up to two weeks of emergency paid sick leave in addition to and PTO, if used for the circumstances below. Full-time employees would receive 80 hours of sick leave, and part-time employees would be paid based on an average of hours worked in a typical 2-week period.

Employees who meet one of the first three circumstances below (are in isolation/quarantine or experiencing symptoms of COVID-19 themselves) are paid at their regular rate or up to a maximum of \$511/day (\$5,110 total).

Employees who are caring for someone else are paid at two-thirds of their regular rate or up to a maximum of \$200/day (\$2,000 total).

Qualifying Reasons for Emergency Paid Sick Leave

1. The employee is ordered to isolate yourself (i.e. by the city, state, or federal government)
2. The employee is advised by a health care provider to self-quarantine
3. The employee is experiencing symptoms of COVID-19 and are seeking medical attention
4. The employee is caring for an individual who has been ordered to isolate or advised by a health care provider to self-quarantine
5. The employee is caring for their child whose school/daycare has been closed
6. The employee is experiencing any other substantially similar condition specified by the Secretary of Health and Human Services.

There is a notice that should be received by March 28, that **MUST** be posted.

