

## **The Families First Coronavirus Response Act (FFCRA) Guidelines**

The Families First Coronavirus Response Act (FFCRA) went into effect on April 1st, 2020. This law has two key parts: (1) Emergency Paid Sick Leave and (2) Emergency Family and Medical Leave Act Expansion. These two different parts while separate with different benefits also supplement each other. While not answering all questions or situations the information below will hopefully bring clarity and answer most questions our staff may have or encounter.

### **Emergency Paid Sick Leave**

Under the law, employees are eligible for paid sick leave if they are unable to work (or telework) for 2 weeks of normally scheduled hours . Listed are the qualifying reasons and percent of pay the employee is eligible to receive. Employees are also not required to use any of their existing leave prior to using Emergency Paid Sick Leave.

- (1) Employee is subject to federal/state/local quarantine or isolation order related to COVID-19 (Pay at 100% for 2 weeks/up to 10 additional weeks at no pay)
- (2) Employee is advised by health care provider to self-quarantine due to COVID-19 (Pay at 100% for 2 weeks/up to 10 additional weeks at no pay)
- (3) Employee is experiencing symptoms of COVID-19 and is seeking a medical diagnosis (Pay at 100% for 2 weeks/up to 10 additional weeks at no pay)
- (4) Employee is caring for an individual subject to federal/state/local quarantine or isolation order related to COVID-19 or is advised by health care provider to self-quarantine due to COVID-19 (Pay at 67% for 2 weeks/up to 10 additional weeks at no pay)
- (5) Employee is caring for son/daughter (under age 18) whose school or place of care has been closed or childcare provider is unavailable due to COVID-19 precautions (67% for up to 12 week)
- (6) Employee is experiencing "any other substantially similar condition" specified by the Department of Health and Human Services (Pay at 67% for 2 weeks/up to 10 additional weeks at no pay)

### **Emergency Family and Medical Leave Act Expansion**

Under the law this act becomes part of the traditional FMLA which allows employees to access up to 12 weeks of total leave (this includes the 2 weeks of Emergency Paid Sick Leave).

- This Emergency Family and Medical Leave Act Expansion also allows employees to access their Emergency Paid Sick Leave for the first two weeks with pay at the percentage the employee qualifies for. (All leave must be taken consecutively)
- After the initial 2 weeks of leave have been used by an employee, the employee is eligible to move into Emergency Family and Medical Leave for an additional 10 weeks with pay at 67% of normally scheduled hours for items 1-6 listed under Emergency Paid Sick Leave

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