

Families First Coronavirus Response Act (FFCRA)

	Emergency Sick Leave	Emergency Family and Medical Leave
Eligibility	Same as existing sick leave eligibility requirements	Worked at least 30 calendar days
Amount of leave	An additional bank of 80 hours for fulltime employees. Part-time benefitted employees are eligible for a lesser amount.	Up to 12 weeks of FMLA leave. This provision expands the definition of a qualifying event under FMLA. If an employee exhausted their 12-weeks of FMLA or a portion thereof in the last 12 months, they would only be eligible to take the remaining portion, if any.
Reasons for leave (at full pay)	<p>The employee is subject to a Federal, State, or local quarantine or isolation order related to COVID-19.</p> <p>The employee has been advised by a health care provider to self-quarantine due to concerns related to COVID-19.</p> <p>The employee is experiencing symptoms of COVID-19 and seeking a medical diagnosis.</p>	
Reasons for leave (at 2/3 pay)	The employee is caring for an individual who is subject to a Federal, State, or local quarantine or isolation order related to COVID-19 or been advised by a health care provider to self-quarantine due to concerns related to COVID-19 order	The employee is unable to work (or telework) due to a need to care for the son or daughter (under 18 years of age) who's school or place of care has been closed, or who's child care provider is unavailable due to a COVID-19 emergency declared by either a Federal,

	<p>The employee is caring for a son or daughter (including biological, stepchild, adopted or foster child, a legal ward, or a child of a person standing in loco parentis) of such employee if the school or place of care of the son or daughter has been closed, or the childcare provider of such son or daughter is unavailable, due to COVID-19 precautions.</p> <p>The employee is experiencing any other substantially similar condition specified by the Secretary of Health and Human Services</p>	<p>State, or local authority, (FMLA Sec. 110(a)(2)(A) & (B)); and</p>
Salary pay caps	<ul style="list-style-type: none"> • \$511/Day and \$5,110 in the Aggregate for Employee-Related COVID-19 Absence Reasons • \$200/Day and \$2,000 in the Aggregate for Reasons Related to the Employee Taking Leave to Care for an Individual or Son or Daughter 	<ul style="list-style-type: none"> • \$200/Day and \$2,000 in the Aggregate for Reasons Related to the Employee Taking Leave to Care for an Individual or Son or Daughter
Supplement pay	Employees may supplement pay caps by using their own leave banks	
Eligibility restrictions	Emergency and First Responders may be denied leave	
Leave Accruals	Neither leave bank is eligible for accrual. The provision expires on December 31, 2020 unless modified by federal or state law.	