

The Families First Coronavirus Response Act (FFCRA) - Emergency Paid Leave and Emergency Expansion of FMLA due to Coronavirus Pandemic:

What type of Paid Sick Leave does the FFCRA offer?

Qualified employees are eligible for 80 hours of paid sick leave if they are unable to work or do remote work due to COVID 19. Part-time employees are entitled to partial pay (see below). The paid sick leave provisions will take effect April 1, 2020 and expires December 31, 2020. Additional information and flowchart can be viewed [here](#).

What are the qualifying reasons for Paid Sick Leave?

Qualified reasons for paid sick leave include an employee who:

1. Has been ordered by the government to quarantine or isolate because of COVID-19.
2. Has been advised by a health care provider to self-quarantine because of COVID-19.
3. Has symptoms of COVID-19 and is seeking a medical diagnosis.
4. Is caring for someone who is subject to a government quarantine or isolation order or has been advised by a health care provider to quarantine or self-isolate.
5. Needs to care for a son or daughter whose school or child care service is closed due to COVID-19 precautions.
6. Is experiencing substantially similar conditions as specified by the secretary of health and human services, in consultation with the secretaries of labor and treasury.

How much will I be paid for Paid Sick leave?

Paid sick leave will be paid at the employee's regular rate of pay, or minimum wage, whichever is greater, for leave taken for reasons 1-3 above.

Employees taking leave for reasons 4-6 may be compensated at two-thirds their regular rate of pay, or minimum wage, whichever is greater.

Part-time Mid employees are eligible to take the number of hours they would normally work during a two-week period. If you are directly employed by EDUStaff, you should refer to their website for more specific information from them. Here is a direct link: <https://www.edustaff.org/>

Paid-sick-leave benefits will be immediately available when the law takes effect, regardless of how long the worker has been employed.

Under the legislation, paid sick leave is limited to \$511 a day (and \$5,110 total) for a worker's own care and \$200 a day (and \$2,000 total) when the employee is caring for someone else.

What type of Emergency FMLA Leave does the law offer?

The Act updates the FMLA to provide workers with up to 12 weeks of job-protected leave when they are unable to work or do remote work because their minor son's or daughter's school or child care service is closed due to a public health emergency. The FMLA defines "son or daughter" as a biological, adopted or foster child; a stepchild; a legal ward; or a child of a person taking the place of a parent.

How much money will I receive while on Emergency FMLA Leave?

The first 10 days of leave can be unpaid. An employee can opt to substitute accrued vacation, personal or sick leave during this time.

For the other 10 weeks, eligible employees will receive two-thirds of their regular rate of pay, which will be capped at \$200 a day (and \$10,000 total).

Who Qualifies for Emergency FMLA Leave?

Mid employees can get the paid leave as long as you've been employed at least 30 days. The expanded FMLA provisions will take effect April 1, 2020 and expires December 31, 2020 (if not extended).

How do I go about taking Emergency FMLA/Paid Sick Leave?

Notify your Supervisor and Human Resources of your request to take the leave and complete the [Emergency FMLA-COVID Request form](#).