

FAMILIES FIRST CORONAVIRUS RESPONSE ACT – FFCRA

The FFCRA was developed to support the need for paid family and sick leave due to COVID-19. It is divided up into two sections and is currently effective as of April 1, 2020. All employers are required by FFCRA to provide Family and Medical Leave Act (FMLA) and paid Sick Leave (PSL). View the guidelines below for more details about the FFCRA.

FAMILY AND MEDICAL LEAVE ACT

- Employees who have been on payroll for 30 calendar days are eligible.
- Employees can take up to 12 weeks of protected leave for all FMLA events
- There is a 10-day waiting period that employees could not get paid and then 10 weeks of paid FMLA. But this will be coordinated with the PSL as there is some overlap. PSL can be used for the first 10 days and then paid FMLA for 10 weeks.
- FMLA pay rate is no less than 2/3 usual pay for normally scheduled hours that week for full-time or part-time employees. The pay cap is \$200/day and an overall total of \$10,000.
- Employees have the legal right to not have to use their accrued leave benefits before paid FMLA. However, if an employee wants to use their accrued benefits during the 10-day unpaid duration, they may do so.

PAID SICK LEAVE

- All employees on the employer's payroll are eligible, even if it's day 1, after April 1st.
- PSL provides 2 weeks, or 80 hours of paid sick leave.
- If the employee is out for their own illness, the pay is the regular rate, or up to \$511/day, max \$5110.
- If the employee is out because of caring for someone else impacted, the pay is 2/3 the rate of pay, or up to \$200/day, max \$2000.
- Employees do not have to use their accrued leave benefits. Also, the paid sick time/hours cannot be carried over into 2021.

QUALIFYING EVENTS

1. Employee is subject to a federal, state, or local quarantine or isolation order related to COVID-19.
2. Employee is advised by a healthcare provider to self-quarantine due to COVID-19.
3. Employee is experiencing COVID-19 symptoms and seeking medical advice
4. Employee is caring for an individual subject to a federal, state, or local quarantine or isolation order or advised by a healthcare provider to self-quarantine due to COVID-19.
5. Employee is caring for child(ren) if the school/daycare is closed or the daycare provider is unavailable due to public health emergency (overlaps with FMLA)
6. Employee is experiencing any other substantially similar condition specified by Secretary of Health and Human Services in consultation with the Secretary of Treasury and Labor.