
FAMILIES FIRST CORONAVIRUS RESPONSE ACT

The Families First Coronavirus Response Act (FFCRA) requires certain employers to provide their employees with paid sick leave and expanded family and medical leave for specified reasons related to COVID-19. These provisions will apply from April 1, 2020 through December 31, 2020.

DOES YOUR BUSINESS QUALIFY?



PRIVATE SECTOR EMPLOYERS

This sector includes schools, government agencies, nonprofits, and religious organizations.



FEWER THAN 500 EMPLOYEES

This includes both full-time and part-time employees.



EXCEPTION: LESS THAN 50 EMPLOYEES

Companies with fewer than 50 employees may be exempt from the FFCRA if the requirement to provide paid leave would "jeopardize the viability of the business as a going concern."

EMPLOYEE NOTICE

All employers who qualify for FFCRA are required by law to notify their employees of [this poster](#), even if they're a small business. Visit the [FFCRA Act Notice FAQ page](#) for additional information.

QUALIFYING REASONS FOR LEAVE RELATED TO COVID-19:

1

An employee is subject to a Federal, State, or local quarantine or isolation order related to COVID-19.

4

An employee is caring for an individual subject to an order described in (1) or self-quarantine as described in (2).

2

An employee has been advised by a health care provider to self-quarantine related to COVID-19 quarantine or isolation order related to COVID-19.

5

An employee is caring for his or her child whose school or place of care is closed (or child care provider is unavailable) due to COVID-19 related reasons.

3

An employee is experiencing COVID-19 symptoms and is seeking a medical diagnosis.

6

An employee is experiencing any other substantially-similar condition specified by the U.S. Department of Health and Human Services.