

# Families First Coronavirus Response Act: Employee Paid Leave Rights



Lisette Estrella-Henderson  
Superintendent of Schools

With the Families First Coronavirus Response Act (HR 6201), you may be entitled to one or more of the emergency leave benefits listed below. These provisions will be effective from April 1, 2020 to Dec. 31, 2020. Below is a summary of the new leave benefits, but please refer to the DOL Notice for further details. If you have questions regarding your eligibility of benefits, please contact Collin Bublavi-Kocher at [cbublavi@solanocoe.net](mailto:cbublavi@solanocoe.net).

Public Health Emergency Paid Family Leave (leave for childcare purposes for minor children related to school or daycare closures)

- Employee has been employed for at least 30 days to be eligible.
- Employee needs to care for a minor child due to a school or daycare closure caused by public health emergency and is unable to work or telework.

**BENEFIT:** As much as 12 weeks of leave. First two weeks unpaid, unless other leave is utilized, then 10 weeks at 2/3 pay not to exceed a maximum of \$200 a day and \$10,000 total.

## Emergency Paid Sick Leave

### 1. Emergency Paid Sick Leave (self)

- (i) Employee is unable to work due to government-issued quarantine or isolation order related to COVID-19.
- (ii) Employee has been advised to self-quarantine by a healthcare provider related to COVID-19 and is unable to work.
- (iii) Employee is experiencing symptoms of COVID-19, seeks diagnosis and is unable to work.
- (iv) Employee is experiencing "a substantially similar condition" to COVID-19 as specified by certain federal agencies and is unable to work.

**BENEFIT:** As much as 2 weeks leave at full pay not to exceed a maximum of \$511 a day or \$5,110 total for reasons i-iii; as much as 2 weeks leave at 2/3 pay not to exceed a maximum of \$200 a day and \$2,000 total for reason iv.

### 2. Emergency Paid Sick Leave (care of others)

- Employee is caring for an individual subject to government issued quarantine or isolation order related to COVID-19 or who is caring for an individual who has been advised to self-quarantine by a healthcare provider related to COVID-19 and is unable to work.
- Employee is caring for a son or daughter whose school or childcare is closed or unavailable "due to COVID-19 precautions" and is unable to work.

**BENEFIT:** As much as 2 weeks leave at 2/3 pay not to exceed a maximum of \$200 a day and \$2,000 total. May be used to provide pay during the first 2 weeks of unpaid Public Health Emergency Leave.

## IMPORTANT NOTES

- Emergency Paid Sick Leave (self) and Emergency Paid Sick Leave (others) combined may not exceed 2 weeks total.
- The 12 weeks of Public Health Emergency Paid Family Leave is subject to the FMLA limits of 12 work weeks annually. These laws do not entitle you to an additional 12 workweeks of leave if you have already exhausted your leave for the year. Similarly, if you utilized this leave now, it will reduce your available leave for the next 12 months. However, even if you have exhausted your FMLA leave, you will be entitled to utilize Emergency Paid Sick Leave for qualifying reasons.
- These emergency benefits will be applied before the employee's regular accruals are used.