

FAMILIES FIRST CORONAVIRUS RESPONSE ACT

Effective April 2, 2020—December 31, 2020

Employer	Employee	Qualifying Reason	Benefit	Time Frame
<p>Any private employer of fewer than 500 employees;</p> <p>subsequent USDL regulations may exempt employers with less than 50 employees whose business' viability would be jeopardized by the Act.</p>	<p>Any employee of an Employer with fewer than 500 employees who has been on the job for at least 30 days;</p> <p>Employer may elect to exclude an employee who is a "health care provider" or "emergency responder" from application of the Act. Secretary of Labor will promulgate regulations within 15 days of the date of effectiveness to address, among other things, the definition of "health care provider."</p> <p><u>Part-Time Employee</u></p> <p>Part-time or irregular schedule employees are paid based on average number of hours worked for six months prior to leave request.</p> <p>Part-time or irregular scheduled employees who have worked less than six months are paid on average number of hours employee would be normally be scheduled over a two-week period.</p>	<p>Paid Sick Leave:</p> <ol style="list-style-type: none"> 1. The employee is subject to a federal, state, or local quarantine or isolation due to COVID-19; 2. A health care provider advised the employee to self-quarantine due to concerns related to COVID-19 (self-imposed quarantine without medical advice does not qualify under the Act); 3. The employee is experiencing symptoms of COVID-19 and seeking a medical diagnosis; 4. The employee is caring for an individual (not limited to family members, although there is a stray reference to family members elsewhere in the Act, so stay tuned) who is either subject to a federal, state, or local quarantine or isolation due to COVID-19 or has been advised to self-quarantine due to concerns related to COVID-19; 5. The employee is caring for the employee's child whose school has been closed or place of care is unavailable due to COVID-19 precautions; or 6. The employee is experiencing any other substantially similar condition specified by the Secretary of Health and Human Services in consultation with the Secretaries of Treasury and Labor. The precise meaning of this sixth reason will be clarified by the Secretary of Health and Human Services. <p>E-FMLA:</p> <p>Employee is unable to work (including telecommute) because the employee must care for his/her minor child whose school or place of care has been closed due to COVID-19. Quarantine does not trigger E-FMLA</p>	<p>10 Days Paid Sick Leave at the following rates:</p> <ol style="list-style-type: none"> a. For sick leave due to reasons 1, 2, or 3--100% of regular pay with a max of \$511.00/day and \$5,110.00 in total b. For sick leave due to reasons 4, 5, or 6—two thirds (2/3) of regular rate with a max of \$200.00 per day and \$2,000.00 total <p>Extended Family Medical Leave Act ("E-FMLA")</p> <p>Up to 12 weeks of paid leave.</p> <p>First 10 days is unpaid, but employee may use his/her Paid Sick Leave or PTO during this unpaid period.</p> <p>After first 10 days, 2/3 of employee's regular pay with a max of \$200/day and \$10,000.00 in total</p> <p>For Employers with 25 or more employees, reinstatement to same or similar position on return to work.</p> <p>For Employers with less than 25 employees, reinstatement to same or equivalent position unless the position does not exist due to economic conditions; then, reasonable effort by Employer to place employee to equivalent position; if that fails, Employer makes reasonable effort for at least 1 year to contact employee if equivalent position becomes available.</p>	<p>Paid Sick Leave:</p> <p>10 business days</p> <p>E-FMLA:</p> <p>Up to 12 weeks</p> <p>Total Aggregate Payout of not more than \$12,000.00</p>

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