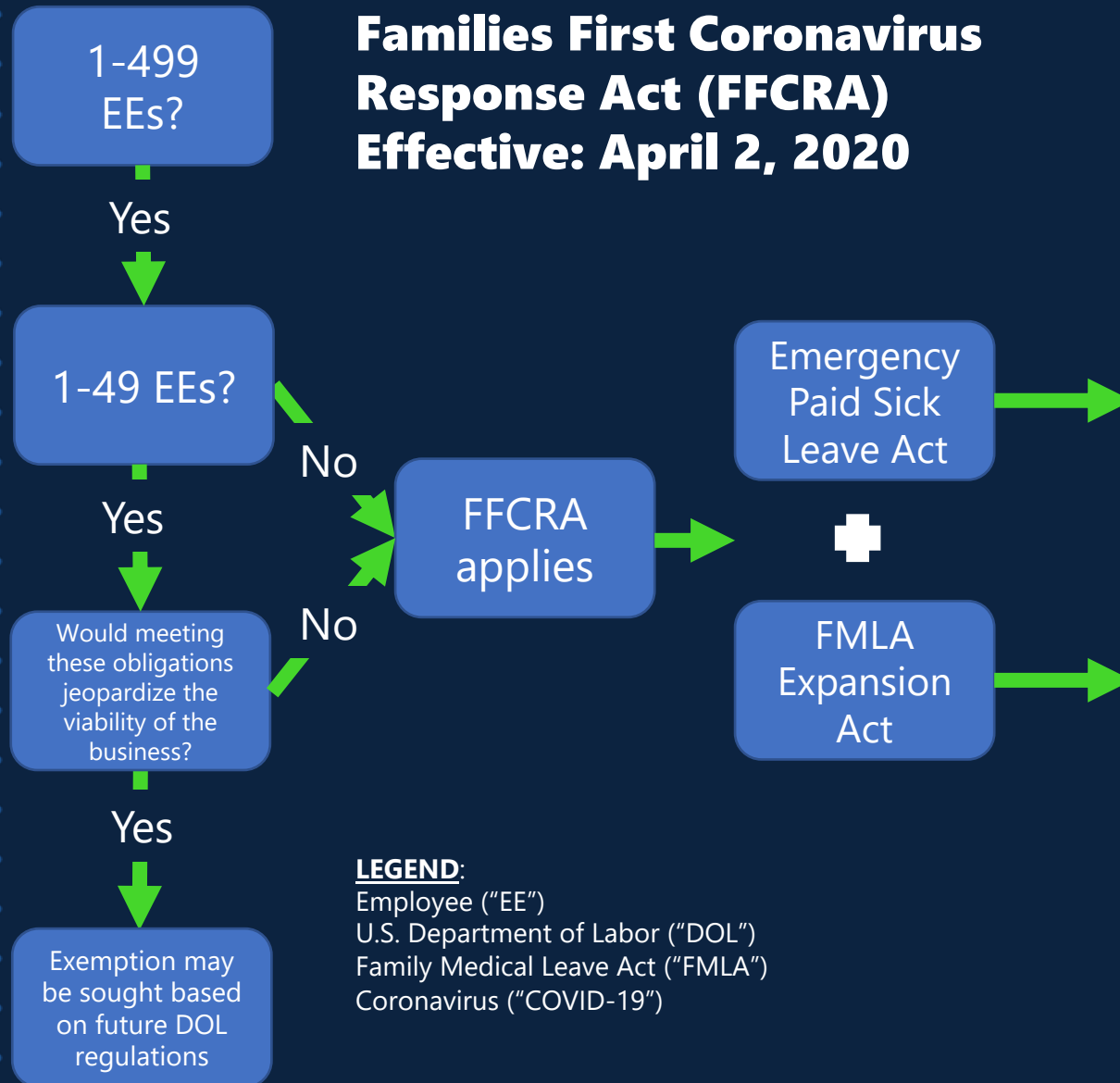


Families First Coronavirus Response Act (FFCRA) Effective: April 2, 2020



LEGEND:
 Employee ("EE")
 U.S. Department of Labor ("DOL")
 Family Medical Leave Act ("FMLA")
 Coronavirus ("COVID-19")

- Eligibility. EEs who cannot telework from home and who are: (a) subject to a federal, state, or local quarantine order; (b) are advised by a health care provider to self-quarantine; (c) experiencing symptoms and seeking a diagnosis; (d) caring for an individual who is subject to (a) or (b); (e) caring for their child, if the child's school or place of care has been closed due to a public health emergency or if the child care provider is unavailable due to COVID-19 precautions; or (f) experiencing "any other substantially similar condition." This is regardless of length of employment.
- Duration. Full-time – 80 hrs. / Part-time – average hrs. over 2-week period.
- Employer Responsibility. For (a)-(c) above: up to \$511/day (\$5,110 aggregate). For (d)-(f) above up to \$200/day (\$2,000 aggregate)
- Restrictions. Cannot require EEs to use accrued leave until all emergency sick leave has been used.

- Eligibility. EEs who have worked at least 30 days before the first day of leave and cannot telework from home and who are: caring for their child, if the child's school or place of care has been closed due to a public health emergency or the childcare provider is unavailable due to COVID-19 precautions.
- Duration. Up to 12 weeks
- Employer Responsibility. No pay obligation for first 10 days, but EEs may use accrued time or Emergency Paid Sick Leave (detailed above) during this time. Then, 2/3 of regular pay for salaried employees, 2/3 of regular pay for the typical number of hours EE is scheduled, or 2/3 of average hours for a 6-month period if EE is not on a typical schedule. All subject to a cap of \$200/day or \$10,000 over the 12 weeks.
- Restrictions. Job protected (subject to limited exceptions)