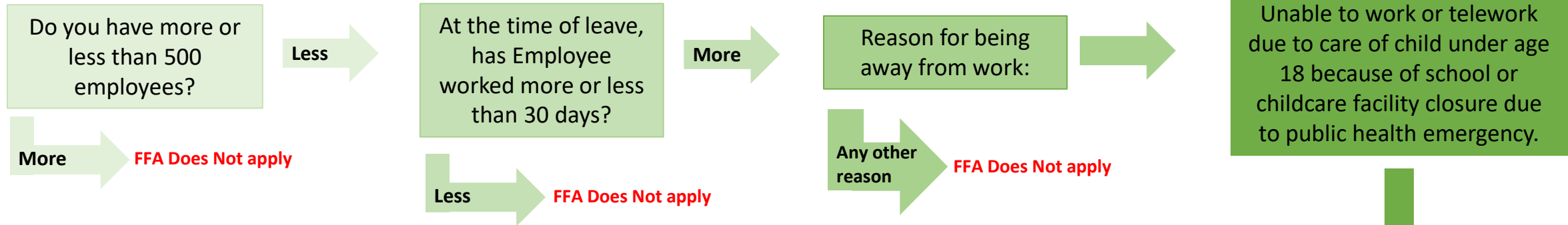


Families First Coronavirus Response Act (FFA)

Effective April 1, 2020 – December 31, 2020

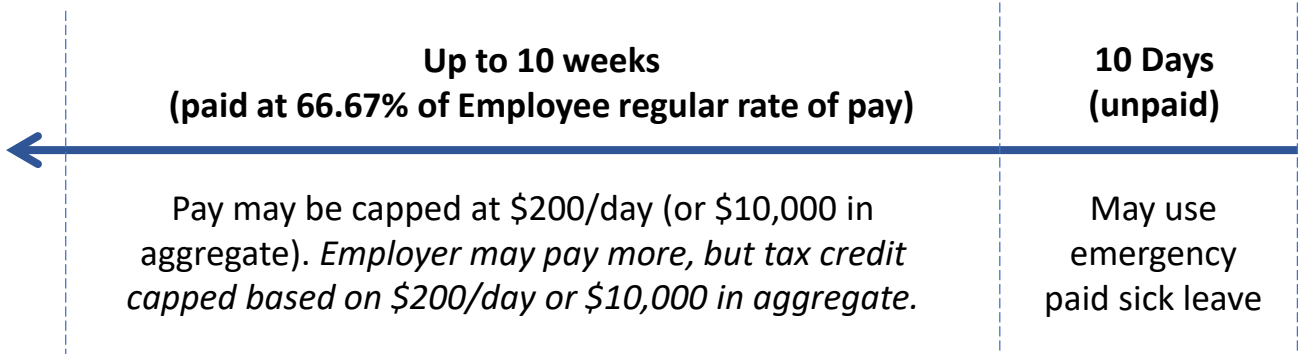
Emergency FMLA

Start



Job restoration at end of Emergency FMLA

Applies if employer has 25+ EEs; employers with less than 25 EEs are generally excluded from this requirement if position no longer exists following Emergency FMLA due to economic downturn or other circumstances.

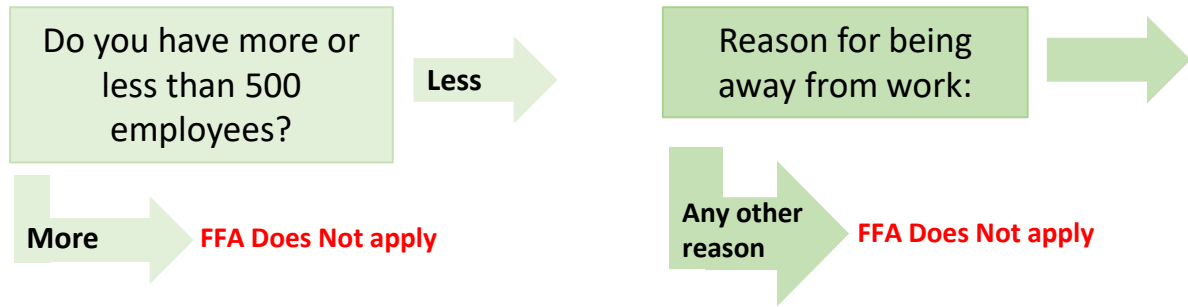


Emergency FMLA
Up to 12 weeks of job-protected leave.

Effective April 1, 2020 – December 31, 2020

Emergency Paid Sick Leave

Start



- Unable to work or telework due to:**
1. EE is quarantined or isolated by Federal, State, or local order.
 2. EE advised by health care professional to self-quarantine due to concerns related to COVID-19.
 3. EE is experiencing symptoms of COVID-19 and seeking medical diagnosis.
 4. EE is caring for an individual subject to quarantine or isolation by Federal, State, or local order or by direction of health care professional.
 5. EE is caring for child because of school or childcare facility closure.
 6. EE is experiencing any other substantially similar condition specified by the Secretary of Health and Human Services in consultation with Secretary of Treasury and Secretary of Labor.

Reasons 1-3
Paid at 100% of Employee regular rate of pay
Pay may be capped at \$511/day or \$5,110 in aggregate

Reasons 4-6
Paid at 66.67% of Employee regular rate of pay
Pay may be capped at \$200/day or \$2,000 in aggregate

Employer may pay more, but tax credit capped based on noted amounts above.

Emergency Paid Sick Leave
Up to 80 hours
(prorated amount for part time employees)
**Emergency Paid Sick Leave is in addition to any other employer-provided paid time off*