Recently the Federal Government passed the Families First Coronavirus Response Act (FFCVRA) – this act will be in effect April 1, 2020 – December 31, 2020. Over the coming weeks we’ll continue to get additional information and clarity regarding the access and implementation of these programs.

There are two main aspects of this new benefit which are as follows:

**Emergency Paid Sick Leave - Workers are eligible for …**

Two weeks (up to 80 hours) of paid sick leave at the employee’s regular rate of pay not to exceed a max of $511 per day, $5,110 aggregate for:
- Employee is subject to a federal, state, or local quarantine or isolation order related to COVID-19
- Employee has been advised by a health care provider to self-quarantine due to concerns related to COVID-19
- Employee is experiencing symptoms of COVID-19 and seeking a medical diagnosis

**OR**

Two weeks (up to 80 hours) of paid sick leave at 2/3 the employee’s regular rate of pay not to exceed a max of $200 per day, $2000 aggregate if:
- Employee is caring for an individual who is subject to a federal, state, or local quarantine or isolation order related to COVID-19 or has been advised by a health care provider to self-quarantine due to concerns related to COVID-19
- Employee is caring for his or her son or daughter when the school or place of care has been closed or the childcare provider is unavailable due to COVID-19 precautions
- Employee is experiencing “any other substantially similar condition specified by the secretary of Health and Human Services in consultation with the secretary of the treasury and the Secretary of labor.

**Emergency Family and Medical Leave Act**

- Expands traditional FMLA to include qualifying need to include “an employee is unable to work (or telework) due to a need for leave to care for the son or daughter under 18 years of age of such employee if the school or place of care has been closed, or the child care provider has been closed, or the child care provider of such son or daughter is unavailable due to a public health emergency” defined as “emergency with respect to COVID-19 declared by a federal, state or local authority.”
- To be eligible, an employee must have been employed for at least 30 calendar days by the employer.
- Begins on the 11th day, as the first 10 days are covered under the Emergency Paid Sick Leave provision
- Rate of pay is “At least 2/3 the regular rate” the employee would have received under a normal work schedule a maximum is $200 per day and $10,000 total
• Employee must be returned to the same position at the conclusion of the leave for public health emergency.

If you have questions or believe you are eligible and would like more information about these benefits please feel free to visit https://www.dol.gov/newsroom/releases/osec/osec20200320