

FFCRA Qualifying Reasons and Amount of Leave and Pay

Use this Quick Reference Tool to refer to the qualifying reasons for leave and the amount of leave and pay provided under the Emergency Paid Sick Leave Act (EPSLA) and the Emergency Family and Medical Leave Expansion Act (EFMLEA), both Acts of which are part of the Families First Coronavirus Response Act (FFCRA).

If an eligible employee cannot work or telework due to any of the following COVID-19 related reasons:	Then the employee is entitled to Paid Sick Leave under EPSLA up to:	And paid Expanded Family and Medical Leave under EFMLEA for up to:
1. Employee is subject to a federal, state or local quarantine or isolation order	10 days (maximum of 80 hours) at 100% of the employee’s regular rate of pay or, if higher, applicable federal, state, or local minimum wage, capped at \$511 per day and \$5,110 in total (Note: Prorated for part-timers.)	N/A
2. Employee has been advised by a health care provider to self-quarantine		
3. Employee is experiencing COVID-19 symptoms and is seeking a medical diagnosis from a health care provider		
4. Employee is caring for an individual subject to federal, state or local quarantine or isolation order or who has been advised by a health care provider to self-quarantine	10 days (maximum of 80 hours) at 2/3 rd s of the employee’s regular rate of pay, or if higher, applicable federal, state, or local minimum wage, capped at \$200 per day and \$2,000 in total (Note: Prorated for part-timers.)	
5. Employee is caring for own child whose school or place of care has closed for a period of time (whether by order of the state or local authority or at the decision of the school or place of care), or whose childcare provider is unavailable		12 weeks, the first two of which are unpaid or paid under EPSLA or an employer sponsored sick leave plan, then up to 10 weeks at 2/3 rd s of the employee’s regular rate of pay, capped at \$200 per day and \$12,000 in total including Paid Sick Leave received under EPSLA
6. Employee is experiencing any other substantially similar condition specified by Health and Human Services in consultation with Labor and Treasury and defined at any point during the period April 1 through December 31, 2020		N/A

Full-time Employee

For purposes of Paid Sick Leave under EPSLA, a full-time employee is an employee who normally works 40 or more hours per week. However, the EFMLEA does not distinguish between full-time and part-time employees. Rather, paid leave under the EFMLEA is based on the hours an employee normally works each week.