

Families First Coronavirus Response Act Paid Leave

Emergency Paid Sick Leave (EPSL) Emergency Family & Medical Leave Expansion (EFMLA)

Qualifying Reasons for Leave	Act	Employee Eligibility*	Duration	Pay Rate	Pay Maximum
Employee is unable to work (or unable to telework) due to a need for leave because the employee:					
1. is subject to a Federal, State, or local quarantine or isolation order related to COVID-19	EPSL	All employees	2 weeks	100%	\$511/day, \$5,110 aggregate
2. has been advised by a health care provider to self-quarantine related to COVID-19	EPSL	All employees	2 weeks	100%	\$511/day, \$5,110 aggregate
3. is experiencing COVID-19 symptoms and is seeking a medical diagnosis	EPSL	All employees	2 weeks	100%	\$511/day, \$5,110 aggregate
4. is caring for an individual subject to an order described in (1) or self-quarantine as described in (2)	EPSL	All employees	2 weeks	2/3	\$200/day, \$2,000 aggregate
5. is caring for a child whose school or place of care is closed (or child care provider is unavailable) for reasons related to COVID-19	EPSL	All employees	2 weeks	2/3	\$200/day, \$2,000 aggregate
	EFMLA	All employees employed 30 days+**	up to 12 weeks	1st 2 weeks unpaid*** 10 weeks 2/3	\$200/day, \$10,000 aggregate
6. is experiencing any other substantially-similar condition specified by the Secretary of Health & Human Services	EPSL	All employees	2 weeks	2/3	\$200/day, \$2,000 aggregate

2 weeks = Full Time 80 hours; Part Time average hours worked over two-week period

*Exceptions: Healthcare Providers & Emergency Responders

**FMLA & EFMLA leave cannot exceed 12 weeks in 12 month rolling year measured backward from date of leave

***1st 2 weeks of EFMLA: employees may choose to be paid EPSL, Annual or Sick leave