

Families First Coronavirus Response Act (FFCRA) Paid Leave Requirements Summary

Emergency Paid Sick Leave (EPSL)

Under the FFCRA, effective April 1, 2020, covered employers must provide all employees with up to two weeks (10 days) of paid sick leave for qualifying reasons related to COVID-19, subject to daily and total maximums, as provided in the chart below.

Reason for Leave	Time Period	Daily Pay Rate/Maximum
Employee’s own quarantine or isolation order	2 weeks (10 workdays)	Regular rate of pay, up to maximum \$511/day
Advised to self-quarantine by health care provider		
Symptoms of COVID-19 and seeking a medical diagnosis		
Caring for an individual subject to quarantine or isolation order or advised to self-quarantine by health care provider		Two-thirds (2/3) regular rate of pay, up to maximum \$200/day
Caring for son or daughter whose school or childcare provider closed or is unavailable		
Experiencing “other substantially similar condition specified by Health and Human Services”		

Emergency Family and Medical Leave Expansion Act (EFMLA)

Under the FFCRA, effective April 1, 2020, employees employed for at least 30 days with covered employers are eligible for a 12-week leave of absence for qualifying reasons related to COVID-19, to be paid after the first 2 weeks. Daily and total maximum limits apply, as provided in the chart below.

Reason for Leave	Time Period	Daily Pay Rate/Maximum
Caring for son or daughter whose school or childcare provider closed or is unavailable due to a coronavirus public health emergency	First 2 weeks (10 workdays)	Unpaid (FFCRA paid sick leave applies until exhausted; employee may then choose to use other paid leave available under company policy)
	10 additional weeks	Two-thirds (2/3) regular rate of pay, up to maximum \$200/day