

# **Families First Coronavirus Response Act**

**(Passed by the House and Senate)**

*Addresses leave benefits in two ways:*

## **AMENDS THE FAMILY AND MEDICAL LEAVE ACT (FMLA)**

**Covers employers with 500 or fewer employees**

**Employee must be employed for 30 days to be eligible**

**Applies when employee needs leave for the following COVID-19 reasons:**

- School or child-care closure

**Employee entitled to 12 weeks of leave**

- First 10 days may consist of unpaid leave (subject to other leave benefits that employee may elect to use)
- Then employee must be paid at 2/3 the employee's regular pay rate up to \$200 per day/per employee (\$10,000 aggregate/per employee)

**Employers with fewer than 50 employees can apply for an exemption**

- Standard: Jeopardizes the viability of the business as a going concern

## **NEW FEDERAL PAID SICK LEAVE**

**Covers employers with 500 or fewer employees**

**Employee is covered from the first day of hire**

**80 hours of paid sick leave for these COVID-19 issues (*pro rata* for part-time employees)**

- Self-isolation (paid at regular rate)
- Diagnosis of COVID-19 (paid at regular rate)
- Compliance with an order to stay away from work due to the employee's exposure to COVID-19 or employee's symptoms of COVID-19 (paid at regular rate)
- Care for family member who is self-isolating or has COVID-19 (paid at 2/3 regular rate)
- Care for a child whose school or child care has closed (paid at 2/3 regular rate)

**Caps on paid leave**

- For the first three bullets above
  - \$511 per day/per employee (\$5,110/per employee)
- For the last two bullets above
  - \$200 per day/per employee (\$2,000/per employee)

**Employers with fewer than 50 employees can apply for an exemption**

- Standard: Jeopardizes the viability of the business as a going concern