

**Families First Coronavirus Response Act**  
**Use Chart**

The Families First Coronavirus Response Act applies to all private employers with less than 500 employees.

The Secretary of Labor may draft regulations that exclude employers with less than 50 employees whose businesses would not be viable if they comply with the FFCRA, but currently these employers are covered.

Employers of healthcare providers and emergency responders have the ability to limit their employee's ability to take leave under this law. If an employer is considered a Healthcare Provider under the FMLA, the employer is considered one under the FFCRA as well.

This is the latest update as of today 3/20/20.

| <b>Type of Leave</b>   | <b>Reason for Use</b>  | <b>Eligibility</b>              | <b>Length of Leave</b>  | <b>Pay</b>   |
|------------------------|--|---------------------------------|---|--|
| Emergency Family Leave | Care for Employee's Child if School/Childcare closed due to COVID-19 or Childcare provider is unavailable  | Employee for 30 days at Company | 12 weeks<br>An employee can opt to use Paid Sick Leave during First 10 days | First 10 Days: Unpaid<br>Day 11 – Week 12: 2/3 Employee's Regular Hourly Rate of Pay |
| Paid Sick Leave        | Care for Employee's Child if School/Childcare closed due to COVID-19 or Childcare provider is unavailable  | Any employee                    | 80 hours (Full Time)<br>Average Hours Worked for 2 Weeks (Part Time)        | 2/3 Employee's Regular Hourly Rate of Pay  |
| Paid Sick Leave        | Employee is subject to a Government Quarantine/Isolation Order re: COVID-19  | Any employee                    | 80 hours (Full Time)<br>Average Hours Worked for 2 Weeks (Part Time)        | Employee's Regular Hourly Rate of Pay  |
| Paid Sick Leave        | Employee is Self-Isolating as Ordered by a Healthcare Provider b/c diagnosed with COVID-19 or concerns re: COVID-19  | Any employee                    | 80 hours (Full Time)<br>Average Hours Worked for 2 Weeks (Part Time)        | Employee's Regular Hourly Rate of Pay  |
| Paid Sick Leave        | Employee Needs Medical Care/Diagnosis if Employee has COVID-19 Symptoms  | Any employee                    | 80 hours (Full Time)<br>Average Hours Worked for 2 Weeks (Part Time)        | Employee's Regular Hourly Rate of Pay  |
| Paid Sick Leave        | Employee is Caring for Family Member who is subject to Government Quarantine/Isolation or is Self-Isolating as Ordered by a Healthcare Provider re: COVID-19 | Any employee                    | 80 hours (Full Time)<br>Average Hours Worked for 2 Weeks (Part Time)        | 2/3 Employee's Regular Hourly Rate of Pay  |

| Type of Leave                | Reason for Use   | Eligibility   | Length of Leave  | Pay                                       |
|------------------------------|--|---|--|---|
| Paid Sick Leave              | Employee is Experiencing Any other Substantially Similar Condition specified by Secretary of Health and Human Services   | Any employee  | 80 hours (Full Time)<br><br>Average Hours Worked for 2 Weeks (Part Time) | 2/3 Employee's Regular Hourly Rate of Pay |
| Family and Medical Leave Act | Employee or Employee's Family Member has a "Serious Health Condition" and Needs Continuing Medical Treatment. Serious Health Condition includes COVID-19 if the Symptoms are Severe. Continuing Treatment includes: Seeing a Healthcare Provider 2 or more times if Employee is out for 3 or more Days or Being Prescribed a Regimen by a Healthcare Provider after the First visit. | Employee who has worked for Company for 12 months and 1,250 hours in last 12 months. Company has 50 or more employees in one location or within 75 miles. | 12 Weeks   | Unpaid                                    |