Paid Leave due to COVID-19

The Families First Coronavirus Relief Act (FFCRA)

In March, Congress passed the Families First Coronavirus Relief Act (FFCRA). This act requires many employers to provide paid leave to employees who cannot work for coronavirus-related reasons.

- FFCRA's paid leave rules apply to employers with under 500 employees
- Employers with under 50 employees may not have to provide paid leave
- Heath care workers, emergency responders, and those able to work remotely may not be eligible for paid leave

Paid Sick Leave

An employee can receive 100% of pay (up to $511/day) if they take leave because:

- They are subject to a government quarantine or isolation order based on coronavirus
- They have been advised by a health care provider to self-quarantine due to coronavirus
- Or they have symptoms of coronavirus and are seeking a medical diagnosis

An employee can receive 2/3 their normal rate (up to $200/day) if they take leave because:

- They are caring for someone who is subject to a quarantine or isolation order, or who was advised to self-quarantine by a health care provider
- They are caring for a child whose school or care provider is closed or unavailable due to COVID-19
- Or they are sick with a condition "substantially similar" to COVID-19, as defined by the federal government

Full-time employees receive up to 80 hours of leave. Part-time employees receive the average number of hours worked in a two-week period.

Expanded Family Leave

Employees who have worked for their employer for at least 30 days can get up to 12 weeks of leave if they have to care for children whose school or daycare has been closed, or whose care provider is unavailable due to COVID-19.

- The first two weeks are unpaid. The employee may use other paid leave during that time
- The next 10 weeks are paid at 2/3 of the normal rate (up to $200/day). A part-time employee is eligible for leave for the number of hours they are normally scheduled to work over that period
- The employee's job is generally protected while they are on leave

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