

FFCRA – Leave Chart for Emergency FMLA and Emergency Paid Sick Leave

| Qualifying Reasons for Leave Under: Emergency Paid Sick Leave Act (“Emergency Paid Leave” or “EPSLA”) and Emergency Family Medical Leave Act (“Emergency Medical Leave” or “EFMLA”) | Weeks 1 and 2 (up to 80 hours) | Weeks 3 through 12 (additional 10 weeks) |
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| 1. Employee subject to a Federal, State, or local quarantine or isolation order related to COVID-19 | Paid Emergency Paid Leave (EPSLA) at regular rate No Emergency Medical Leave (EFMLA) | No Emergency Paid Leave (EPSLA) No Emergency Medical Leave (EFMLA) |
| 2. Employee has been advised by a health care provider to self-quarantine related to COVID-19 | Paid Emergency Paid Leave (EPSLA) at regular rate No Emergency Medical Leave (EFMLA) | No Emergency Paid Leave (EPSLA) No Emergency Medical Leave (EFMLA) |
| 3. Employee is experiencing COVID-19 symptoms and is seeking a medical diagnosis | Paid Emergency Paid Leave (EPSLA) at regular rate No Emergency Medical Leave (EFMLA) | No Emergency Paid Leave (EPSLA) No Emergency Medical Leave (EFMLA) |
| 4. Employee is caring for an individual subject to an order described in (1) or self-quarantine as described in (2) | Paid Emergency Paid Leave (EPSLA) at 2/3 regular rate No Emergency Medical Leave (EFMLA) | No Emergency Paid Leave (EPSLA) No Emergency Medical Leave (EFMLA) |
| 5. Employee is caring for his or her child whose school or place of care is closed (or childcare provider is unavailable) due to COVID-19 related reasons NOTE: this is the Only Qualifying Reason for Emergency Medical Leave (EFMLA) | Paid Emergency Paid Leave (EPSLA) at 2/3 regular rate Unpaid EFMLA (May substitute accrued employer provided leave time) | No Emergency Paid Leave (EPSLA) PAID Emergency Medical Leave (EFMLA) at 2/3 regular rate |
| 6. is experiencing any other substantially-similar condition specified by the U.S. Department of Health and Human Services | Paid Emergency Paid Leave (EPSLA) at 2/3 regular rate No Emergency Medical Leave (EFMLA) | No Emergency Paid Leave (EPSLA) No Emergency Medical Leave (EFMLA) |