



A Leavitt Group Company

Families First Coronavirus Response Act (FFCRA)

This matrix describes how the 6 circumstances listed on the first row affects FFCRA emergency paid sick leave and the emergency paid FMLA. It is not a full description of the FFCRA. For more information, please refer to our [full summary](#).

	Coronavirus Quarantine or Isolation Order (Government)	Advice from health care provider to self-quarantine	Experiencing symptoms of COVID-19 and seeking a medical diagnosis	Caring for individual in quarantine/isolation or who has been advised provider to self-quarantine	Experiencing other substantially similar condition specified by HHS	Caring for own child due to school closure or childcare unavailability due to health emergency
Eligible for Emergency Paid Sick Leave	Eligible if unable to work or telework. <i>Exceptions: not required for health care worker and emergency responder</i>	Eligible if unable to work or telework. <i>Exceptions: not required for health care worker and emergency responder</i>	Eligible if unable to work or telework. <i>Exceptions: not required for health care worker and emergency responder</i>	Eligible if unable to work or telework. <i>Exceptions: not required for health care worker and emergency responder</i>	Eligible if unable to work or telework. <i>Exceptions: not required for health care worker and emergency responder</i>	Eligible if unable to work or telework. <i>Exceptions: not required for health care worker, emergency responder OR employee of small employer (under 50) that meets exemption</i>
Amount of Emergency Paid Sick Leave	80 hours					
Required length of employment to be eligible (Emergency Paid Sick Leave)	Any employee regardless of length					
Max amount Emergency Paid Sick Leave provided	Regular rate of pay not to exceed \$511 a day or \$5110 total	Regular rate of pay not to exceed \$511 a day or \$5110 total	Regular rate of pay not to exceed \$511 a day or \$5110 total	2/3rds of regular pay, not to exceed \$200 or \$2,000 total	2/3rds of regular pay, not to exceed \$200 or \$2,000 total	**2/3rds of regular pay, not to exceed \$200 or \$2,000 total
Eligible for Emergency FMLA Leave	n/a	n/a	n/a	n/a	n/a	Eligible if unable to work or telework. <i>Exceptions: not required for health care worker, emergency responder OR employee of small employer (under 50) that meets exemption</i>

	Coronavirus Quarantine or Isolation Order (Government)	Advice from health care provider to self-quarantine	Experiencing symptoms of COVID-19 and seeking a medical diagnosis	Caring for individual in quarantine/isolation or who has been advised provider to self-quarantine	Experiencing other substantially similar condition specified by HHS	Caring for own child due to school closure or childcare unavailability for health emergency
Amount of Emergency FMLA	n/a	n/a	n/a	n/a	n/a	First 10 days: unpaid leave (but may substitute accrued leave or emergency sick leave). Remaining 10 weeks: must be paid.
Required length of employment to be eligible (emergency FMLA)	n/a	n/a	n/a	n/a	n/a	Must have worked at least 30 days (to determine whether employees rehired in March are eligible, please contact GBS)
Max Amount of Emergency FMLA leave provided	n/a	n/a	n/a	n/a	n/a	**2/3rds of regular pay, not to exceed \$200 or \$10,000 total

***Total combined max emergency sick leave and emergency FMLA when caring for own child whose school or place of care has closed, or whose care provider is unavailable due to Covid-19 precaution is \$12,000*

Employees must meet eligibility guidelines at time of effective date (4/1/2020)