# FFCRA Guidelines for Expanded Family and Medical Leave and Paid Sick Leave

**a/o 3/18/2020**

<table>
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<th>Type of Leave</th>
<th>Available for the Following Reasons</th>
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| **Expanded Family and Medical Leave**             | • Care for employee’s child if the employee is unable to work (or telework) because the school/childcare facility of the employee’s child is closed due to COVID-19, or the childcare provider of the employee’s child is unavailable due to COVID-19. | Employee for 30 days with the Company | Up to 12 weeks    | First 10 Days: Unpaid (Though employee can opt to use accrued PTO or Paid Sick Leave, if eligible.) Day 11 - Week 12: Two thirds (2/3) of employee’s regular rate of pay* for regular hours worked  
  • Pay will not exceed $200/day and $10,000 in the aggregate. |
| **Paid Sick Leave**                               | • Employee is subject to a federal, state, or local quarantine or isolation COVID-19 order.  
  • Employee has been advised by a health care provider to self-quarantine due to COVID-19 concerns.  
  • Employee is experiencing coronavirus symptoms and seeking a medical diagnosis. | Any employee                       | Total Maximum Paid Sick Leave     | Pay will not exceed $511/day or $5,100 in the aggregate. |
| **Paid Sick Leave (Partial Compensation)**        | • Employee is caring for an individual subject to a federal, state, or local quarantine or isolation COVID-19 order, or who has been advised by a health care provider to self-quarantine related to COVID-19.  
  • Employee is caring for a son or daughter because the child’s school or place of childcare has been closed or childcare provider is unavailable due to COVID-19.  
  • Employee is experiencing another substantially similar condition specified by the Secretary of Health and Human Services in consultation with the Secretary of Treasury and the Secretary of Labor. | Any employee                       | NOTE: These reasons would count toward the Total Paid Sick Leave Maximum above and not in addition to. | Pay will not exceed $200/day or $2,000 in the aggregate. |

*Employer may use employee’s regular rate of pay so long as it is equal to or greater than the federal minimum wage and the applicable state/local minimum wage.

This is a fluid and rapidly changing situation and these resources are current only as of the date of publication. We recommend that you contact your local Quarles & Brady attorney regarding the most up-to-date information or with any other questions regarding this subject matter. Contact James Wu: 925.658.0300 | james.wu@quarles.com.