

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

(a/o 3/18/2020)

Type of Leave	Available for the Following Reasons	Eligibility	Length of Leave	Pay
Expanded Family and Medical Leave	<ul style="list-style-type: none"> 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	<p>First 10 Days: Unpaid (Though employee can opt to use accrued PTO or Paid Sick Leave, if eligible.)</p> <p>Day 11 - Week 12: Two thirds (2/3) of employee's regular rate of pay* for regular hours worked</p> <ul style="list-style-type: none"> Pay will not exceed \$200/day and \$10,000 in the aggregate.
Paid Sick Leave	<ul style="list-style-type: none"> 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	<p>Total Maximum Paid Sick Leave</p> <p>Full-time: Up to a total of 80 hours</p> <p>Part-time: Up to the average hours worked for two weeks</p>	Employee's regular rate of pay* <ul style="list-style-type: none"> Pay will not exceed \$511/day or \$5,100 in the aggregate.
Paid Sick Leave (Partial Compensation)	<ul style="list-style-type: none"> 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.	2/3 of Employee's regular rate of pay* <ul style="list-style-type: none"> 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.