Overview of Paid Leave Provisions

**FFCRA**

**Emergency Paid Sick Leave**
- Up to 80 hours (~first 10 days)
  - 6 different reasons
- Full pay or 2/3 pay (depending on reason)—subject to caps

**Emergency Paid FMLA**
- Up to 12 weeks (~Days 11 – 60)
  - 1 reason only
- Weeks 1-2: unpaid
- Weeks 3-12: 2/3 pay—subject to caps
**For What Reasons May an Employee take EPSL**

Employee is unable to *work or telework* because:

1. Employee subject to a quarantine or isolation order related to COVID-19

2. Employee advised by a health care provider to self-quarantine because of COVID-19

3. Employee experiencing symptoms of COVID-19 **and** is seeking a medical diagnosis

4. The employee is caring for an individual subject or advised to quarantine or isolation

5. The employee is caring for a son or daughter whose school or place of care is closed, or child care provider is unavailable, due to COVID-19 precaution (like FMLA+)

6. The employee is experiencing substantially similar conditions as specified by the Secretary of Health and Human Services, in consultation with the Secretaries of Labor and Treasury.
How Much EPSL Leave is Provided, and How is it Paid?

- **How long**
  - Full-time employees: 80 hours
  - Part-time employees: the number of hours that the employee works, on average, over a 2-week period
  - How do employers deal with a varying work week?

- **How much?**
  - EPSL Reasons 1/2/3: 100% of regular rate, max of $511 per day ($5,110 in total)
  - EPSL Reasons 4/5/6: Two-thirds of the employee’s regular rate, max of $200 per day ($2,000 in total)