

FFCRA Eligibility At a Glance

Is there work available for the employee to do, either in-person or remotely, that the employee cannot do for one of the following reasons:

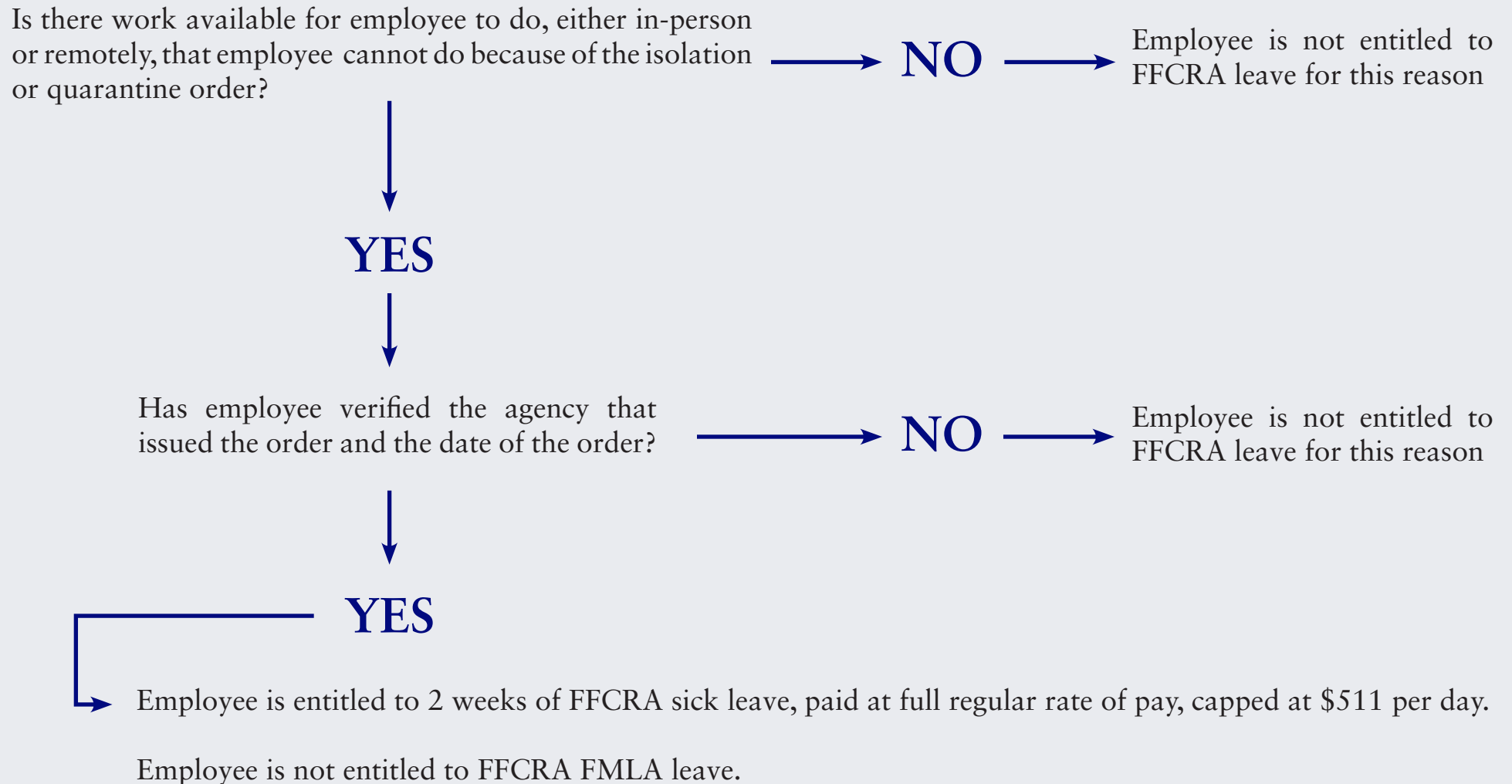
Paid Sick Leave

FMLA

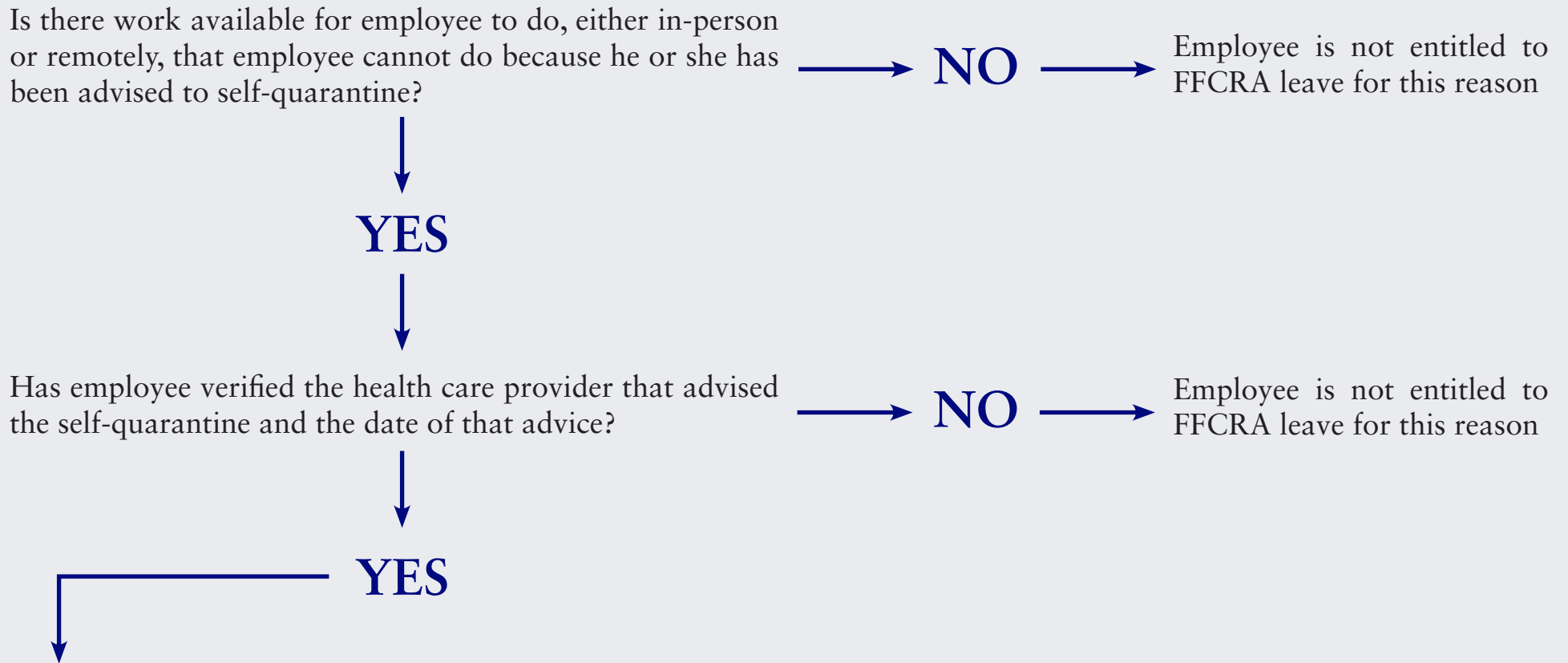
1. Employee is subject to federal, state, or local quarantine or isolation order related to COVID-19*;	✓	
2. Employee has been advised by a health care provider to self-quarantine due to concerns related to COVID-19;	✓	
3. Employee is experiencing symptoms of COVID-19 and seeking a medical diagnosis;	✓	
4. Employee is caring for an individual who a) is subject to federal, state, or local quarantine or isolation order related to COVID-19 or b) has been advised by a health care provider to self-quarantine due to concerns related to COVID-19;	✓	
5. Employee is caring for their child because of school or daycare closure or the unavailability of childcare due to COVID-19; or	✓	✓
6. Employee is experiencing a “substantially similar condition” that will be specified later by federal government agencies – this is essentially a placeholder for future government action.	✓	

**A “quarantine or isolation order” generally includes individual quarantine or isolation orders issued to an employee that prevents them from working either in person or remotely. A general “shelter in place order” qualifies for FFCRA paid sick leave time only if that order prevents the individual employee from doing available work either in person or remotely, but not if the shelter in place order results in the employee not having available work to do (because the business closes, lays the employee off or furloughs the employee). As with many aspects of this new law, the question of whether the employee has a qualifying “quarantine or isolation order” will depend on the specific circumstances involved. Please call us if you have questions about this or any other aspect of FFCRA leaves.*

1. Employee is requesting time off because he/she is subject to a federal, state or local isolation or quarantine order related to COVID19



2. Employee is requesting time off because he/she has been advised by a health care provider to self-quarantine due to concerns related to COVID-19



Employee is entitled to 2 weeks of FFCRA sick leave, paid at full regular rate of pay, capped at \$511 per day.

Employee is not entitled to FFCRA FMLA leave, but may eventually be entitled to unpaid, standard FMLA leave if COVID19 or other illness becomes a “serious health condition” as the FMLA defines it.

3. Employee is requesting time off because he/she has experienced symptoms of COVID19 and is seeking a medical diagnosis

Is there work available for employee to do, either in-person or remotely, that employee cannot do because he or she is seeking a diagnosis for COVID19 related symptoms? → **NO** → Employee is not entitled to FFCRA leave for this reason

YES

Has employee verified that he/she is seeking a medical diagnosis related to COVID19 and provided information regarding the nature of that medical care? → **NO** → Employee is not entitled to FFCRA leave for this reason

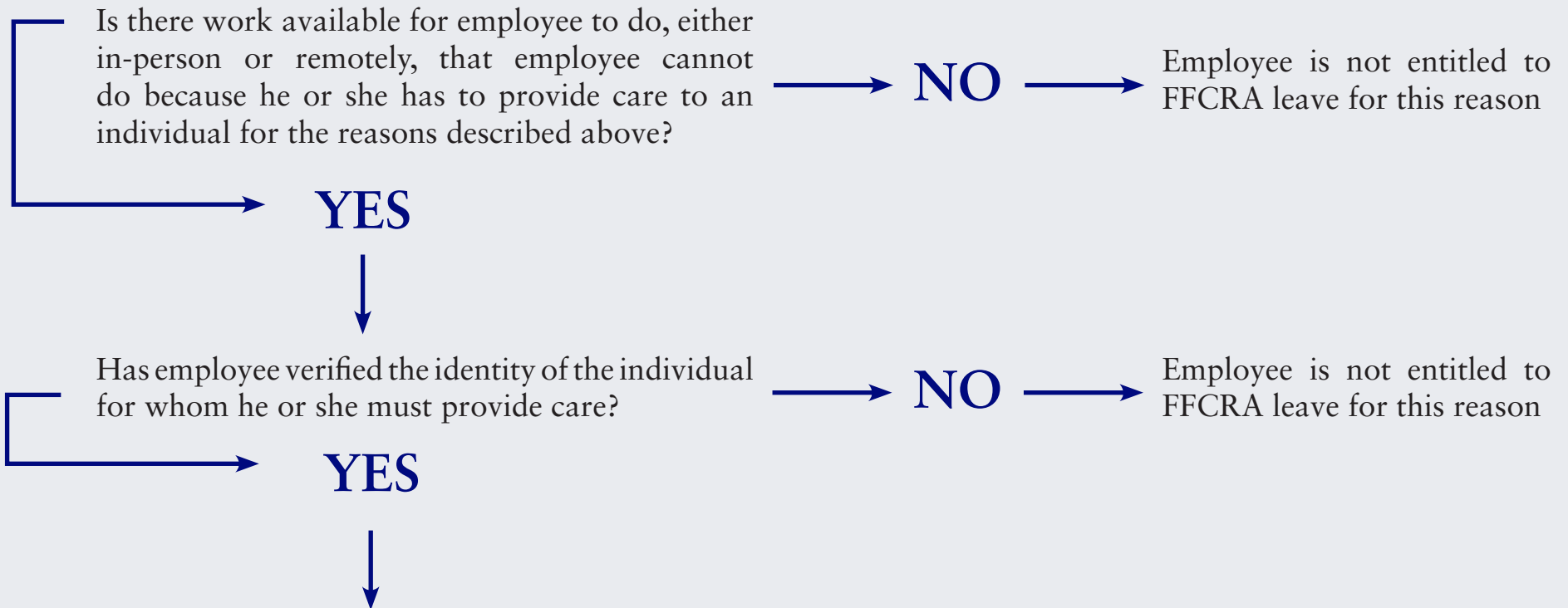
YES

Employee is entitled to 2 weeks of FFCRA sick leave, paid at full regular rate of pay, capped at \$511 per day.

Employee is not entitled to FFCRA FMLA leave, but may eventually be entitled to unpaid, standard FMLA leave if COVID19 or other illness becomes a “serious health condition” as the FMLA defines it.

4. Employee is requesting time off because he/she needs time off to care for an individual (including but not limited to a family member or member of the employee’s household) who:

- a) Is subject to a federal, state or local quarantine or isolation order related to COVID19, including a “shelter in place” order; or
- b) Has been advised by a health care provider to self-quarantine due to concerns related to COVID19



Employee is entitled to 2 weeks of FFCRA sick leave, paid at 2/3 employee’s regular rate of pay, capped at \$200 per day.

Employee is not entitled to FFCRA FMLA leave, but may eventually be entitled to standard FMLA leave if a spouse, child or parent develops a “serious health condition” as the FMLA defines it and employee is required to provide care.

5. Employee is requesting time off because of a school or day care closure

