



LAW OFFICES OF
BYRNES, O'HERN & HEUGLE

FAMILIES FIRST CORONAVIRUS RESPONSE ACT
(Effective April 1, 2020)
Covers Public and Private Employers with LESS than 500 Employees

Reason for Leave	Required Leave for Full-Time Employees	Required Leave for Part-Time Employees	Required Rate of Pay
Quarantine by Federal or State Order	80	Equal to hours worked on average over two-week period	Regular or applicable Minimum Wage, whichever is higher (capped at \$511/day and \$5,110 in the aggregate over 2-week period)
Quarantine Advice of Health Care Provider	80	Equal to hours worked on average over two-week period	Regular or applicable Minimum Wage, whichever is higher (capped at \$511/day and \$5,110 in the aggregate over 2-week period)
Experiencing COVID-19 Symptoms	80	Equal to hours worked on average over two-week period	Regular or applicable Minimum Wage, whichever is higher (capped at \$511/day and \$5,110 in the aggregate over 2-week period)



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Seeking Medical Diagnosis	80	Equal to hours worked on average over two-week period	Regular or Applicable Minimum Wage, whichever is higher (capped at \$511/day and \$5,110 in the aggregate over 2-week period)
Need to care for someone subject to quarantine pursuant to State/Federal Order	80	Equal to hours worked on average over two-week period	Two-thirds Regular Pay, or Minimum Wage, whichever is higher, up to \$200 per day and \$2,000 in the aggregate over 2-week period)
Need to care for someone pursuant to advice of Health Care Provider	80	Equal to hours worked on average over two-week period	Two-thirds Regular Pay, or Minimum Wage, whichever is higher, up to \$200 per day and \$2,000 in the aggregate over 2-week period)
Care for a child (under 18) whose school or childcare provider closed/unavailable (if employed LESS than 30 days)	80	Equal to hours worked on average over two-week period	Two-thirds Regular Pay, or Minimum Wage, whichever is higher, up to \$200 per day and \$2,000 in the aggregate over 2-week period)



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<p>Care for a child (under 18) whose school or childcare provider closed/unavailable (if employed MORE than 30 days)</p>	<p>480</p>	<p>Hours employee would normally work over that period</p>	<p>Two-thirds Regular Pay, or Minimum Wage, whichever is higher, up to \$200 per day and \$12,000 in the aggregate over 12-week period)*</p>
<p>Experiencing "substantially similar condition"</p>	<p>80</p>	<p>Hours worked over two-week period</p>	<p>Two-thirds Regular Pay, or Minimum Wage, whichever is higher, up to \$200 per day and \$2,000 in the aggregate over 2-week period)</p>

EXEMPT EMPLOYERS:

- 1) Employers with less than 50 employees may qualify if leave requirements would jeopardize the viability of the business.
- 2) Employers of Health Care Providers or Emergency Responders may elect to exclude their employees

OTHER REQUIREMENTS:

- 1) Employers must post in a conspicuous place a notice of FFCRA requirements
- 2) Employers may not discharge, discipline, or otherwise discriminate against any employee who takes leave under FFCRA
- 3) Employees may substitute accrued vacation leave, personal leave, medical or sick leave for the first two weeks of partial expended family and medical leave providing for 10 weeks of expanded leave
- 4) The first 10 days of the 10 weeks of extended benefits to care for a child can be unpaid leave