

FFCRA PAID LEAVE MANDATE APPLICABLE TO LOCAL PUBLIC ENTITIES*
Effective 4/1/20 through 12/31/20

Type of Leave	Covered Employer	Eligible Employee	Time Off	Employee Unable to Work or Telework because:	Compensation
Emergency Paid Sick Leave (EPSL) For employee's own condition	All local public entities (with one or more employees)	Any employee – part-time or full-time	Full-time employee: Up to 80 hours Part-time employee: Up to the average number of hours worked in 2 week period	1) Employee subject to COVID-19 quarantine or isolation order; 2) Employee advised by healthcare provider to self-quarantine 3) Employee has COVID-19 symptoms and is seeking diagnosis	100% of pay but capped at \$511 per day and \$5110 in aggregate Health insurance must be maintained
Emergency Paid Sick Leave (EPSL) Employee needed to care for child or other individual		BUT: Employer can exclude healthcare providers and emergency responders	4) Employee is NEEDED to care for an individual who is subject to quarantine or isolation order or directive of healthcare provider to self-isolate 5) Employee is NEEDED to care for son or daughter whose school or daycare is closed or whose care provider is unavailable due to COVID-19 6) Any other substantially similar condition as determined by Secretary of HHS	2/3 of pay but capped at \$200 per day and \$2000 in aggregate Health insurance must be maintained	
Expanded Family and Medical Leave (EFML)		BUT: Employer can exclude healthcare providers and emergency responders	Up to 12 weeks BUT: FML used for any other reason in the FML 12-month period is deducted from available amount of leave	Employee is NEEDED to care for son or daughter whose school or daycare is closed or whose care provider is unavailable due to COVID-19	First 2 weeks--unpaid, but employee can substitute paid EPSL or other existing paid leave Remainder--up to 12 weeks at 2/3 of pay, capped at \$200 per day and \$10,000 aggregate Health insurance must be maintained

*This chart does not provide legal advice, is not intended to include all provisions of the FFCRA or relevant regulations and was prepared by O'Halloran Kosoff Geitner & Cook, LLC on 4/6/20 for informational purposes only. Subsequent legislative or regulatory changes may impact the accuracy of this chart. Member entities should consult their State's Attorney, Corporation Counsel, or other legal adviser before taking any employment action or implementing policies.