

## Families First Coronavirus Response Act

On April 1, 2020, the Federal Government's Families First Coronavirus Response Act (FFCRA) goes into effect, which provides up to 80 hours of paid leave for employees in various circumstances due to COVID-19. These hours are in addition to the 80 hours of COVID-19 time provided to employees by the Franklin County Commissioners on March 16, 2020.

FFCRA provisions apply from April 1, 2020 through December 31, 2020.

The Act mandates two (2) additional types of leave for all employees: Emergency Paid Sick Leave & COVID-Related FMLA

**Emergency Paid Sick Leave** – 80 hours of paid sick time if the employee is unable to work (or telework) due to a need for leave because the employee:

- 1) Is subject to a federal, state, or local quarantine or isolation order related to COVID-19;
- 2) Has been advised by a health care provider to self-quarantine related to COVID-19;
- 3) Is experiencing COVID-19 symptoms and is seeking a medical diagnosis;
- 4) Is caring for an individual subject to an order described in (1) or self-quarantine as described in (2);
- 5) Is caring for a child whose school or place of care closed (or child care provider is unavailable) for reasons related to COVID-19; or
- 6) Is experiencing any other substantially-similar condition specified by the Secretary of Health and Human Services, in consultation with the Secretaries of Labor and Treasury.

**COVID-Related FMLA** - Up to an additional 10 weeks of paid expanded family and medical leave where an employee is unable to work due to a bona fide need for leave to care for a child whose school or child care provider is closed or unavailable for reason related to COVID-19.

### Duration of Leave

**For reasons (1)-(4) and (6):** A full time employee is eligible for up to 80 hours of leave. (Emergency Sick Leave)

**For reason (5):** A full time employee is eligible for up to 12 weeks of leave at 40 hours a week. (COVID-Related FMLA)

- Specific detailed guidance related to payroll processing is forthcoming