

WHO IS AFFECTED: Employers with less than 500 employees.

EXEMPTIONS: Healthcare providers, emergency responders, and small business with fewer than 50 employees if the leave would jeopardize the viability of their business.

EFMLA Emergency Family and Medical Leave Expansion Act (EFMLA)

Any individual employed by the employer for at least 30 days (before the first day of leave may take up to **12 weeks of job-protected leave** to allow an employee, who is unable to work or telework, to care for the employee's child (under 18) if the child's school is closed or the childcare provider is unavailable due to a public health emergency.

The first 10 days of EFMLA may be unpaid. **Note:** This is the **ONLY** qualifying need for EFMLA.

HOW MUCH: Capped at \$200 per day and \$10,000 in the aggregate per employee

Full-time employees: Two-thirds the regular rate

Non full-time employees: Based on the average number of hours normally scheduled

Paid Sick Leave

Employees can be eligible for the following reasons:

1. Under a quarantine or isolation order
2. Health care provider advised to self-quarantine
3. Experiencing COVID-10 symptoms and seeking medical diagnosis
4. Caring for an individual dealing with #1 or #2
5. Caring for the employee's child if the school or childcare provider is unavailable
6. Experiencing any other substantially similar condition

ELIGIBILITY: Employers with fewer than 500 employees must provide full-time employees (regardless of the employee's duration of employment prior to leave) with **80 hours** of paid sick leave at the greater of the employee's regular rate, federal minimum wage, or the state or local minimum wage rate (or two-thirds that rate to care for qualifying reasons 4, 5, or 6 listed above).

CAP ON PAID SICK LEAVE WAGES: Paid sick leave wages are limited to \$511 per day up to \$5,110 total per employee for their own use and to \$200 per day up to \$2,000 total to care for others and any other substantially similar condition.

CARRYOVER AND INTERACTION WITH OTHER PAID LEAVE: This paid sick leave will not carry over to the following year and may be in addition to any paid sick leave currently provided by employers.