



The Families First Coronavirus Response Act (FFCRA)

Emergency Family and Medical Leave (EFML) Administered by HR: Benefits Unit
Emergency Paid Sick Leave (EPSL) Administered by Business Services: Payroll Unit

Longevity: 10 Business Days= 14 Calendar Days / 80 Hours = 2 weeks

Qualifying Reason For Leave	Emergency Family and Medical Leave (EFML)	Emergency Paid Sick Leave (EPSL)
1) Subject to a Federal, State, or Local quarantine or isolation order related to COVID-19	<i>No EFML</i>	Entitled to pay at either their regular rate or the applicable minimum wage, whichever is higher, up to \$511 per day and \$5110 in the aggregate over a 2-week period
2) Has been advised by a health care provider to self-quarantine related to COVID-19	<i>No EFML</i>	Entitled to pay at either their regular rate or the applicable minimum wage, whichever is higher, up to \$511 per day and \$5110 in the aggregate (over a 2-week period)
3) Experiencing COVID-19 symptoms and seeking a medical diagnosis	<i>No EFML</i>	Entitled to pay at either their regular rate or the applicable minimum wage, whichever is higher, up to \$511 per day and \$5110 in the aggregate (over a 2-week period)
4) Caring for an individual subject to an order described in reasons 1 or 2 above	<i>No EFML</i>	Entitled to pay at 2/3 (66%) their regular rate or the applicable minimum wage, whichever is higher, up to \$200 per day and \$2000 in the aggregate (over a 2-week period)
5) Caring for his/her child whose school or place of care is closed or childcare provider is unavailable for reasons related to COVID-19	Entitled to pay at 2/3 (66%) their regular rate or the applicable minimum wage, whichever is higher, up to \$200 per day and \$12,000 in the aggregate (over a 12-week period—two weeks of paid sick leave followed by up to 10 weeks of paid expanded family and medical leave)	Entitled to pay at 2/3 (66%) their regular rate or the applicable minimum wage, whichever is higher, up to \$200 per day and \$12,000 in the aggregate (over a 12-week period—two weeks of paid sick leave followed by up to 10 weeks of paid expanded family and medical leave)
6) Experiencing any other substantially similar condition specified by the U.S. Department of Health and Human Services (<i>N/A, to date, this reason code is not available for use as the U.S. Department of Health and Human Services has not identified substantially similar conditions.</i>)	<i>N/A</i>	Entitled to pay at 2/3 (66%) their regular rate or the applicable minimum wage, whichever is higher, up to \$200 per day and \$2000 in the aggregate (over a 2-week period)