

Families First Coronavirus Response Act (FFCRA)

Effective April 1, 2020 – December 31, 2020
Emergency FMLA

Start

Do you have more or less than 500 employees?

•More: **FFCRA Does not apply**

LESS →

At the time of leave, has Employee worked more or less than 30 days?

•Less: **FFCRA Does not apply**

MORE →

Reason for being away from work:

•Any other reason: **FFCRA Does not apply**

→

Unable to work or telework due to care of child under age 18 because of school or childcare facility closure due to public health emergency.



Emergency FMLA
 Up to 12 weeks of Job-protected leave.



Up to 10 weeks (paid at 66.67% of Employee regular rate of pay)	10 Days (unpaid)
Pay may be capped at \$200/day (or \$10,000 in aggregate). Employer may pay more, but tax credit capped based on \$200/day or \$10,000 aggregate.	May use emergency paid sick leave



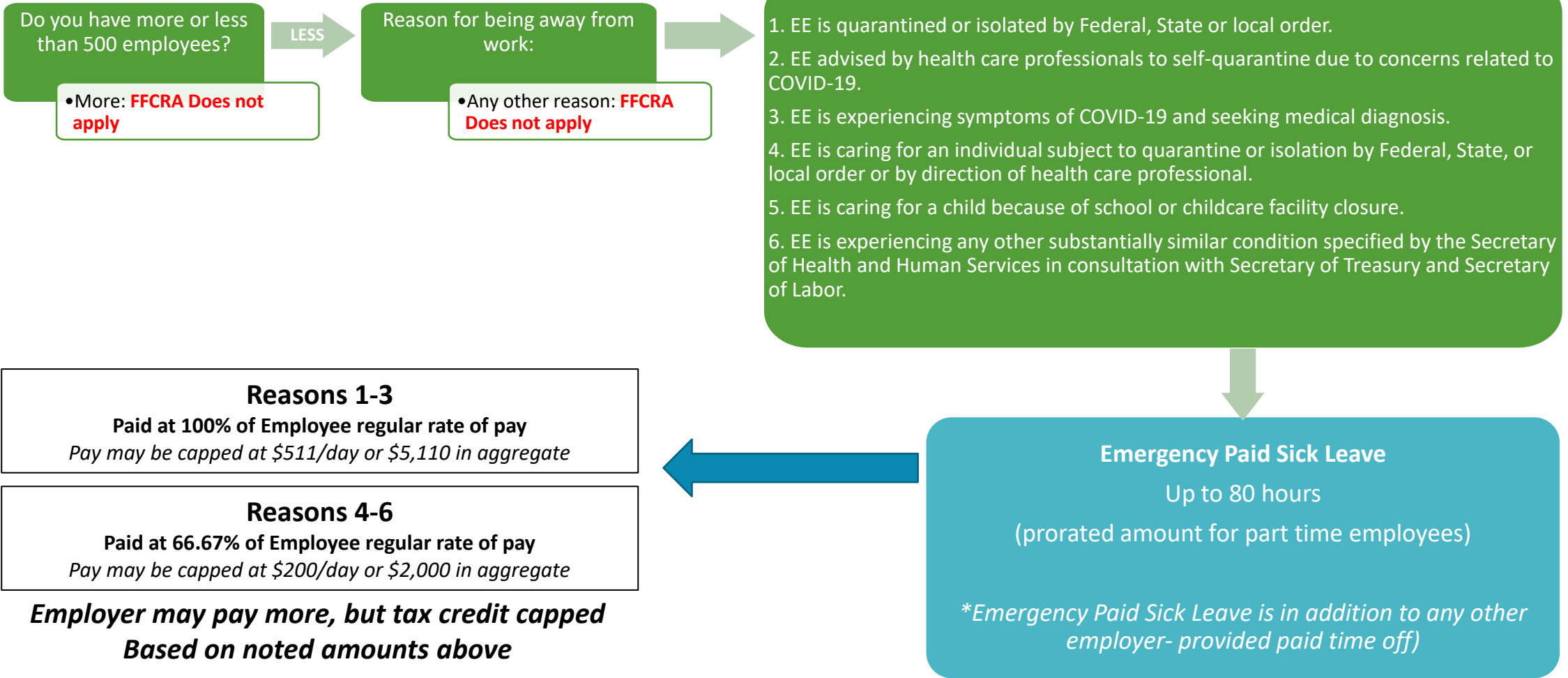
Job restoration at end of Emergency FMLA

Applies if employer has 25+ EEs; employers with less than 25 EEs are generally excluded from this requirement if position no longer exists following Emergency FMLA due to economic downturn or other circumstances.

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Contact us with any questions. We are here to help. (212) 922-0111 x1067