

Families First Coronavirus Response Act (FFCRA)

The federal government has passed emergency legislation in response to the COVID-19 pandemic called the *Families First Coronavirus Response Act*. Effective 4/1/2020 to 12/31/2020, the act has mandated paid leave which could impact some NWESD employees.



Qualifying Reasons for Leave:

Under the FFCRA, an employee qualifies for paid sick time if the employee is unable to work (or **unable to 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 is 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.

Qualifying Reason	Duration of Leave	Calculation of Pay
1	80 hours for a full-time employee, part-time employees are eligible for the number of hours they would work on average for a two week period.	Regular rate of pay up to \$511 per day
2	80 hours for a full-time employee, part-time employees are eligible for the number of hours they would work on average for a two week period.	Regular rate of pay up to \$511 per day
3	80 hours for a full-time employee, part-time employees are eligible for the number of hours they would work on average for a two week period.	Regular rate of pay up to \$511 per day
4	80 hours for a full-time employee, part-time employees are eligible for the number of hours they would work on average for a two week period.	2/3 of regular rate up to \$200 per day
5	A full-time employee is eligible for up to 12 weeks of leave (two weeks of paid sick leave followed by up to 10 weeks of paid expanded family & medical leave) at 40 hours a week, and a part-time employee is eligible for leave for the number of hours that the employee is normally scheduled to work over that period.	2/3 of regular rate up to \$200 per day
6	80 hours for a full-time employee, part-time employees are eligible for the number of hours they would work on average for a two week period.	2/3 of regular rate up to \$200 per day