



Info	Emergency FMLA	Earning Code	Emergency Paid Sick Leave	Earning Code
Effective date?	Leave taken April 1, 2020 – December 31, 2020		Leave taken April 1, 2020 – December 31, 2020	
Applies to?	Employers with less than 500 employees		Employers with less than 500 employees	
Who is eligible?	Employees with more than 30 days of service		No minimum service requirement (all employees are eligible)	
How much leave applies?	Up to 12 weeks		Two weeks <ul style="list-style-type: none"> <li>• Full-time: up to 80 hours</li> <li>• Part-time: prorated to the average number of hours worked in a 2-week period</li> </ul>	
What are the reasons for leave?	<b>Unable to work or telework due to:</b> <ul style="list-style-type: none"> <li>• Care of a minor child (under 18 years of age) because the school or childcare is closed due to a public health emergency</li> </ul>		<b>Unable to work or telework due to:</b> <ol style="list-style-type: none"> <li>1. Employee is quarantined/isolated by Federal, State or local mandate</li> <li>2. Employee is self-quarantined/isolated by healthcare professional orders</li> <li>3. Employee is experiencing symptoms of COVID-19 and is seeking medical diagnosis/care</li> <li>4. Employee is caring for an individual subject to quarantine/isolation by Federal, State or local order or by healthcare professional</li> <li>5. Employee caring for a child because of school/childcare closure</li> <li>6. Employee is experiencing any other substantially similar condition</li> </ol>	
What is the payment amount?	<ul style="list-style-type: none"> <li>• First 10 days (2 weeks) of leave are unpaid</li> <li>• Remaining (up to) 10 weeks are paid at 2/3 the employees' regular rate of pay</li> <li>• Pay is capped at \$200/day or \$10,000 total</li> </ul>	<b>E191 FFRCA 200 FMLA</b>	<b>Absence reasons 1 – 3 above:</b> <ul style="list-style-type: none"> <li>• Employee is paid 100% of their regular rate of pay</li> <li>• Pay is capped at \$511 per day and \$5,110 total</li> </ul> <b>Absence reasons 4 – 6 above:</b> <ul style="list-style-type: none"> <li>• Employee is paid 2/3 their regular rate of pay</li> <li>• Pay is capped at \$200/day or \$10,000 total</li> </ul>	<b>E195 FFRCA 511 Daily Max</b>  <b>E192 FFRCA 200 Daily Max</b>
	<ul style="list-style-type: none"> <li>• For clients that have MORE FFCRA wages, than total 941 tax liability, here is the application for getting an advanced credit.</li> <li>• <a href="https://www.irs.gov/forms-pubs/about-form-7200">https://www.irs.gov/forms-pubs/about-form-7200</a></li> </ul>			