

# FFCRA Flowchart

## 6 Qualifying Reasons for Leave:

- 1) Is subject to Federal, State, or local quarantine or isolation
- 2) Has been advised by health care provider to quarantine
- 3) Is experiencing COVID-19 symptoms AND is seeking diagnosis
- 4) Is caring for an individual who is subject to Number 1) or 2) above
- 5) Is caring for a child whose school or daycare is closed
- 6) Is experiencing any other substantially-similar condition specified by HHS (not defined yet).

Does the Employer have less than 500 EE's on the date of leave request?

Yes

Does the EE need to miss work (or tele-work) for one of the 6 Qualifying Reasons due to Covid-19?

Yes

ALL Employee may take up to 80 hours (or two weeks) of paid leave (PT calculation on DOL site)

Has the employee worked at least 30 days AND do they need to miss work for Reason 5?

Yes

EE can take 12 weeks of job - protected EFMLA Leave

No

No

### EPSL Pay

Reason 1-3 = 100% of pay up to \$511/day  
Reason 4-6 = 2/3 of regular pay up to \$200/day

No

### EFMLA Pay

First 2 weeks unpaid (unless covered by EPSL Pay or PTO/other sick time provided by employer). Up to 10 weeks at 2/3 pay capped at \$200/day or \$10,000 aggregate.

EE is Not Eligible for EPSL or EFMLA

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\*\*Employee may be eligible for traditional unpaid FMLA

GUS BATES

insurance & investments

\*\* Employers that are subject to traditional unpaid FMLA, Employee may take a total of 12 workweeks for FMLA or EFMLA. Previous FMLA time will reduce the amount of EFMLA available.