

FFCRA at a Glance

Scenario	EPSLA	EPSLA PAYRATE	EFMLEA	EFMLEA PAYRATE
Employee is experiencing symptoms similar to COVID-19 and is awaiting medical diagnosis	YES	100%	NO	0
Employee has been ordered to quarantine by a Federal, State or Local entity or advised by physician to self quarantine	YES	100%	NO	0
Employee is caring for an individual who has been ordered to quarantine by Federal, State or Local entity or advised by physician to self-quarantine due to health concerns over COVID-19	YES	2/3	NO	0
Employee has to remain home to care for their child who is out of school/daycare because of school daycare closings related to COVID-19 or because a care provider is unavailable for reasons due to COVID-19	YES	2/3	YES	2/3
Employees has used 80 hours of State of Emergency leave (4/1/2020 - 5/25/2020) because they have symptoms or has been ordered to quarantine or to care for an individual who has been ordered to quarantine by Federal, State, local authorities or health care provider	NO	0	NO	0
Employee has used 80 hours of State Emergency leave (4/1/2020 - 5/25/2020) for childcare due to school closings	NO	0	YES	2/3
Employee has used 80 hours of State of Emergency leave(4/1/2020 - 5/25/2020) due to telework not available and now has symptoms of COVID-19*	Yes	100%	NO	0
Employee has used 80 hours of State of Emergency leave(4/1/2020 - 5/25/2020) to care for parent whose elder care facility was closed and now needs to be out of work to care for child who is out of school due to school closed.*	YES	2/3	YES	2/3

** If an employee has used the State of Emergency leave (9548) for a reason that is not covered under FFCRA such as eldercare or no telework available then the original 80 hours of FFCRA leave remain available for either employee illness (100%) or child care and care for an individual under quarantine (2/3).*