

Families First Coronavirus Response Act (FFCRA) • Emergency Paid Sick Leave: if caring for individuals under quarantine. (see below)

Family & Medical Leave Act (FMLA) • Job protected unpaid leave for an employee's own medical and family caregiving needs, including caring for a spouse, child or parent who has a serious health condition • Must have 1,250 hours of work in previous 12 months

New Jersey Family Leave Act (NJFLA) • Job protected unpaid leave to care for a family member with serious medical condition • Leave to care for family member under quarantine

Contractual leave possibilities: family illness leave, unpaid administrative leave

I have childcare responsibilities.

What are my options?

Emergency FMLA Expansion (part of FFCRA) • Temporary federal paid family leave – a temporary new category of leave under the FMLA, which terminates December 31, 2020 • For the limited purpose of caring for a son or daughter whose school or daycare is closed, or regular childcare provider is unavailable, due to the coronavirus pandemic • Total amount of leave is 12 weeks; NOT in addition to the usual 12 weeks under FMLA • Up to 10 weeks is paid at 2/3 your regular rate of pay (capped at \$200/day) • Intermittent leave may be available, if agreed to by employer

Standard FMLA/NJFLA leave • Childrearing leave available within one year of birth or adoption of child • Care for family member with serious medical condition

Families First Coronavirus Response Act (FFCRA)

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:

- is subject to a Federal, State, or local quarantine or isolation order related to COVID-19;
- has been advised by a health care provider to self-quarantine related to COVID-19;
- is experiencing COVID-19 symptoms and is seeking a medical diagnosis;
- is caring for an individual subject to an order described in (1) or self-quarantine

Duration of Leave:

- A full-time employee is eligible for 80 hours of leave, and a part-time employee is eligible for the number of hours of leave that the employee works on average over a two-week period; employees taking leave are entitled to pay at either their regular rate or the applicable minimum wage, whichever is higher, up to \$511 per day and \$5,110 in the aggregate (over a 2-week period).

- *Two weeks (up to 80 hours) of paid sick leave at the employee's regular rate of pay where the employee is unable to work because the employee is quarantined (pursuant to Federal, State, or local government order or advice of a healthcare provider), and/or experiencing COVID-19 symptoms and seeking a medical diagnosis; employees taking leave are entitled to pay at either their regular rate or the applicable minimum wage, whichever is higher, up to \$511 per day and \$5,110 in the aggregate (over a 2-week period).*

- *Two weeks (up to 80 hours) of paid sick leave at two-thirds the employee's regular rate of pay because the employee is unable to work because of a bona fide need to care for an individual subject to quarantine (pursuant to Federal, State, or local government order or advice of a healthcare provider), or to care for a child (under 18 years of age) whose school or child care provider is closed or unavailable for reasons related to COVID-19, and/or the employee is experiencing a substantially similar condition as specified by the Secretary of Health and Human Services, in consultation with the Secretaries of the Treasury and Labor; employees taking leave are entitled to pay at 2/3 their regular rate or 2/3 the applicable minimum wage, whichever is higher, up to \$200 per day and \$2,000 in the aggregate (over a 2-week period).*