



FAMILIES FIRST CORONAVIRUS RESPONSE ACT (FFCRA) | WHAT EMPLOYEES NEED TO KNOW

The FFCRA is administered and enforced by the Department of Labor (DOL) and Wage and Hour Division (WHD) effective April 1, 2020 - December 31, 2020. The FFCRA is comprised of both the Emergency Paid Sick Leave Act, and Emergency Family and Medical Leave Expansion Act, which requires certain employers to provide employees with paid sick leave or expanded family and medical leave for specified reasons related to COVID-19.

REASONS FOR LEAVE COVERED UNDER FFCRA



Subject to quarantine/isolation related to COVID-19 (Federal, State or Local).



Caring for an individual who is in quarantine, or under self-quarantine related to COVID-19 (#1, #2).



Health Care Provider advised employee to self-quarantine due to COVID-19.



Child's school/ day care is closed due to COVID-19.



Experiencing any symptoms related to COVID-19 and seeking medical attention.



Employee is experiencing any other similar need outlined by the U.S. Department of Health and Human Services.

ELIGIBLE EMPLOYEES



Employees who work for the employers below are eligible for up to two weeks of fully or partially paid sick leave for COVID-19 reasons 1-6 stated above.

- Employees of private sector companies with less than 500 employees
- Certain Public Sector Employers

PAID SICK LEAVE ENTITLEMENTS



Two weeks (up to 80 hours) of paid sick leave at your regular rate of pay if you are unable to work because of a quarantine (ordered by federal, state, or local government or on the advice of a health care provider) or because you are experiencing COVID-19 symptoms; or

Two weeks (up to 80 hours) of paid sick leave at two-thirds of your regular rate of pay if you are unable to work while caring for someone who has been quarantined, or to care for a child whose school or child care provider is closed for reasons related to COVID-19; and

If you have worked for your employer for 30 days or more you may be eligible for up to an **additional 10 weeks** of paid family and medical leave at two-thirds your regular rate of pay if you must take leave to care for a child whose school or child care provider is closed due to COVID-19.

ADDITIONAL RESOURCES

For more information on FFCRA please visit:

<https://www.congress.gov/bill/116th-congress/house-bill/6201>

U.S. DEPARTMENT OF LABOR

<https://www.dol.gov/agencies/whd/ffcra>

FFCRA FAQs

<https://www.dol.gov/agencies/whd/pandemic/ffcra-questions>

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