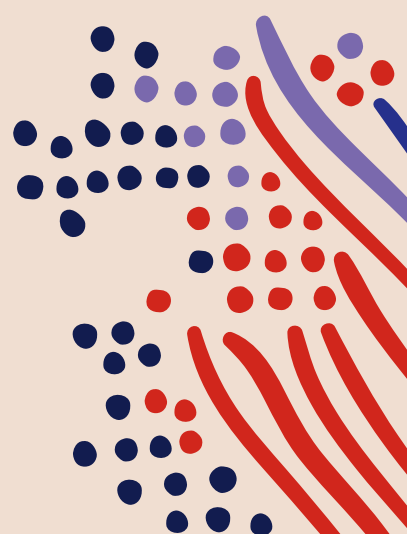


Comparing Medical, Family, and Sick Leaves during COVID-19



Emergency Family and Medical Leave Expansion



Emergency Paid Sick Leave



Family and Medical Leave Act



Are You a Covered Employer?

Employers with fewer than 500 employees

Employers with fewer than 500 employees

Employers who employ 50 or more employees for at least 20 workweeks

Effective Date

April 1, 2020

April 1, 2020

August 5, 1993

Sunset Date

December 31, 2020

December 31, 2020

Not applicable

Post the Notice

Employee Rights – Paid Sick Leave and Expanded Family and Medical Leave under the FFCRA

Employee Rights – Paid Sick Leave and Expanded Family and Medical Leave under the FFCRA

Employee Rights under the Family and Medical Leave Act

When and Why are Your Employees Eligible for Leave?

Employees unable to work or telework due to the need to:

- Care for a son or daughter under 18 years old if school or place of care is closed
- Or child care provider is unavailable due to public health emergency

1. Local quarantine or isolation order
2. Health care provider advises self-quarantine
3. Experiencing symptoms and seeking diagnosis
4. Caring for individual subject to quarantine
5. Care for child whose school or child care is closed
6. Experiencing similar condition

1. Birth of a son or daughter
2. Placement with employee of a child for adoption or foster care
3. To care of an immediate family member with a serious health condition
4. Medical leave for an employee with a serious health condition
5. Spouse, son or daughter on covered active duty
6. Care for a covered service-member with a serious injury or illness

Are Your Employees Eligible?

Employees who have been employed for at least 30 calendar days
May exclude:

- Certain health care providers and emergency responders
- Small businesses with less than 50 employees if business is in jeopardy

All employees eligible regardless of how long employed by employer
May exclude:

- Certain health care providers and emergency responders
- Small businesses with less than 50 employees for reasons 4-6 above

- Employees who have worked 1,250 hours during the 12 months prior to start of leave
- Work at a location where the employer has 50 or more employees within 75 miles
- And, have worked for the employer for 12 months

Is the Leave Paid?

- Yes, but the first 10 days can be unpaid (Employee can use accrued PTO)
- Remainder of leave must be at 2/3 the employee's regular rate of pay
- Paid leave is subject to a limit of \$200 per day up to a total amount of \$10,000

Yes. Based on employee's regular compensation but capped at a maximum of 100% of wages up to \$511 per day (total \$5,110) for reasons 1-3 above and 2/3 of wages up to \$200 per day (\$2,000 total) for reasons 4-6 above

No. Paid leave is not required

How Much Leave is Available?

Up to 12 weeks of job protected leave

- Full-time employees – up to 80 hours of paid sick leave
- Part-time employees – average hours worked over a 2-week period

12 workweeks in a 12-month period (up to 26 workweeks for a covered service member with a serious illness or injury)

Can the Employer Take a Credit for the Amount Paid to Employees?

Paid family leave tax credits are available

Paid sick leave tax credits are available

Not applicable

Please visit: www.adp.com/covid-19 for additional employer insights and guidance during this challenging time.

