**Families First Coronavirus Response Act**

**Effective April 2, 2020 and remains in effect until December 31, 2020**

Applies to employers with fewer than **500** employees, including religious organizations engaged in commerce; organizations with 50 or more employees are deemed to be engaged in commerce; organizations with fewer employees must determine whether they are engaged in commerce.

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### Emergency Paid Sick Leave

- **10 DAYS (80 HOURS) OF FULL PAY FOR ANY EMPLOYEE:**
  - Subject to Government quarantine or isolation order;
  - Advised by a health care provider to self-quarantine; or
  - Experiencing symptoms of COVID-19 and seeking a medical diagnosis.
  
  **Caps:** $511 per day/$5,110 aggregate

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### Emergency Family and Medical Leave Expansion

- **10 DAYS (80 HOURS) OF 2/3 PAY FOR ANY EMPLOYEE:**
  - Caring for a person subject to a quarantine order or advised to self-quarantine;
  - Caring for children if schools are closed or their regular caregiver / daycare is unavailable because of a public health emergency; or
  - Experiencing substantially similar conditions.
  
  **Caps:** $200 per day/$2,000 aggregate

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**Tax Credit:** employer entitled to a fully refundable tax credit equal to 100% of FMLA paid leave wages

**Impact on Existing Leave Policies:** is additional to UCC’s existing sick leave. Cannot require employee to use other paid sick leave before using this leave.

**Part Time Employees:** instead of 10 days, average hours of work over 2 week period

**Notice:** We must post a notice. DOL to provide model notice w/in 7 days.

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### 12 WEEKS JOB-PROTECTED PAID LEAVE FOR ANY EMPLOYEE:

- Employed at UCC for at least 30 days
- Unable to work or telework, because they must care for child (under 18) as the result of closed school/daycare or unavailable childcare provider due to a public health emergency

**Pay Schedule:**

- Weeks 1-2 (10 days): unpaid (must use personal leave or FFCRA sick leave)
- Weeks 3-12: 2/3 pay

**Caps:** $200/day and $10,000 aggregate

**Tax Credit:** employer entitled to a fully refundable tax credit equal to 100% of FMLA paid leave wages

- Job Restoration Requirements under FMLA apply.