



## **FAMILIES FIRST CORONAVIRUS RESPONSE ACT**

**Prepared by the PSEA Legal Division**

**Updated as of March 24, 2020**

### **Introduction**

On March 18, 2020, President Trump signed the **Families First Coronavirus Response Act** (“FFCRA”). This large package of legislation consists of several distinct parts. This alert focuses on two parts of the FFCRA – **the Emergency Paid Sick Leave Act and the Emergency Family and Medical Leave Expansion Act.**

### **The Emergency Paid Sick Leave Act**

This Act applies to state and local government employers as well as private employers with fewer than 500 employees. However, private employers with fewer than 50 employees may seek waivers from the provisions of this Act.

This Act requires employers to provide up to two weeks of paid sick leave to employees who are unable to work (or telework) due to one of the reasons listed below. ***Employees cannot be required by their employer to exhaust other leave before utilizing this paid sick leave.***

PSEA members who are employed by (i) any public agency or other non-private entity<sup>1</sup> or (ii) any private entity with fewer than 500 employees (unless the private entity has less than 50 employees and obtains a waiver) are eligible for this emergency paid sick leave if:

1. They are subject to a federal, state, or local quarantine or isolation order related to COVID-19.
2. They have been advised by a health care provider to self-quarantine due to concerns related to COVID-19.
3. They are experiencing symptoms of COVID-19 and seeking a medical diagnosis.
4. They are caring for an individual who is subject to a quarantine or isolation order or who has been advised to self-quarantine.

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<sup>1</sup> This language appears to broadly cover Pennsylvania’s school districts, intermediate units, colleges in the State System of Higher Education, community colleges, other public school entities, and the Commonwealth itself (e.g., state correctional institutions).

5. They are caring for their children because schools are closed, or child care is not available, due to COVID-19 precautions.
6. They are experiencing any other substantially similar condition specified by the Secretary of Health and Human Services in consultation with the Secretaries of the Treasury and Labor.

Employers may exclude employees who are health care providers or emergency responders from obtaining this emergency paid sick leave.

Full-time employees are entitled to 80 hours of emergency paid sick leave. Part-time employees are entitled to the emergency paid sick leave based on the average number of hours they work over a two-week period. There are different pay rates: employees who are quarantined or experiencing COVID-19 symptoms (*i.e.*, reasons 1-3 above) are paid at their regular rate of pay, not to exceed \$511/day or \$5,110 in total, while employees using leave to care for others or under other conditions specified by federal agencies (*i.e.*, reasons 4-6 above) are paid at a rate of two-thirds of their regular rate of pay, not to exceed \$200/day or \$2,000 in total.

The paid sick leave is available for use immediately, regardless of the length of the employee's tenure with the employer.

### **The Emergency Family and Medical Leave Expansion Act**

This Act likewise applies to state and local government employers and to private employers with fewer than 500 employees. Again, employers with fewer than 50 employees may seek waivers from the provisions of this Act.

This Act requires employers to provide employees with paid family leave when employees are unable to work (or telework) due to the need to care for a minor child whose school is closed for public health reasons related to the coronavirus.

Because this Act adds this situation to the existing categories of FMLA-qualifying needs, the total amount of available leave for this need is the same as under the FMLA (*i.e.*, 12 weeks in a given 12-month period).

The first 10 days of emergency FMLA leave may be unpaid. During these first 10 days, however, an employee on emergency FMLA leave may elect to substitute any accrued vacation, personal, or sick leave (including emergency sick leave provided by the Emergency Sick Leave Act) for the unpaid leave. The employer may allow, but cannot require, such a substitution of paid time off. After the first 10 days, employees on this leave are paid two-thirds of their regular rate of pay, not to exceed \$200/day or \$10,000 in the aggregate.

Employers with fewer than 25 employees do not have to reinstate an employee on this leave if their position no longer exists due to operation changes resulting from a public health emergency. Again, employers may exclude employees who are health care providers or emergency responders from obtaining this emergency paid sick leave.

### **Effective Date**

These pieces of legislation take effect on April 2, 2020. They sunset on December 31, 2020, after which time these benefits are no longer available.

### **Implementation**

PSEA local associations should be on the alert for and obtain copies of any policies or guidance provided by their employers related to both types of leave. PSEA members in need of such leave should contact their UniServ Representative for assistance.

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