EMPLOYEE RIGHTS

PAID SICK LEAVE AND EXPANDED FAMILY AND MEDICAL LEAVE

UNDER THE FAMILIES FIRST CORONAVIRUS RESPONSE ACT

The Families First Coronavirus Response Act (FFCRA or Act) requires certain employers to provide employees with paid sick leave and paid family and medical leave for specified reasons. These provisions will apply from April 1, 2020 through December 31, 2020.

PAID SICK LEAVE ENTITLEMENTS

Generally, employees covered under the Act must provide:

- 100% of the employee's pay for up to 10 days (
  up to 80 hours) within a rolling 2-week period.  
- 60% of the employee's pay for up to 10 days (
  up to 80 hours) within a rolling 2-week period.  

For employees working full time, this means that employees can receive up to 12 weeks of paid sick leave for a reason or combination of reasons, up to 20 weeks of paid sick leave for 12 or more employees, and up to 30 weeks of paid sick leave for employees who are unable to telework.

Reasons for Leave Related to COVID-19

1. Is caring for an individual subject to quarantine or isolation related to COVID-19.
2. Is caring for an individual who is subject to a Federal, State, or local quarantine or isolation related to COVID-19.
3. Is experiencing any other substantially-similar condition specified by the U.S. Department of Health and Human Services.
5. Is caring for a covered individual who is subject to a Federal, State, or local quarantine or isolation related to COVID-19.
6. Is experiencing any other substantially-similar condition specified by the U.S. Department of Health and Human Services.

ENFORCEMENT

The U.S. Department of Labor’s Wage and Hour Division (WHD) has the authority to investigate and enforce compliance with the FFCRA. Employers may not discharge, discipline, or otherwise discriminate against any employee who-lawfully takes paid sick leave or expanded family and medical leave under the provisions of the FFCRA. Employees in violation of the provisions of the FFCRA will be subject to penalties.

For additional information or to file a complaint:
1-866-4-A-Employer (1-866-4-836-7677)
TTY: 1-877-889-5627

whd.gov/agencies/whd

WAGE AND HOUR DIVISION
UNITED STATES DEPARTMENT OF LABOR