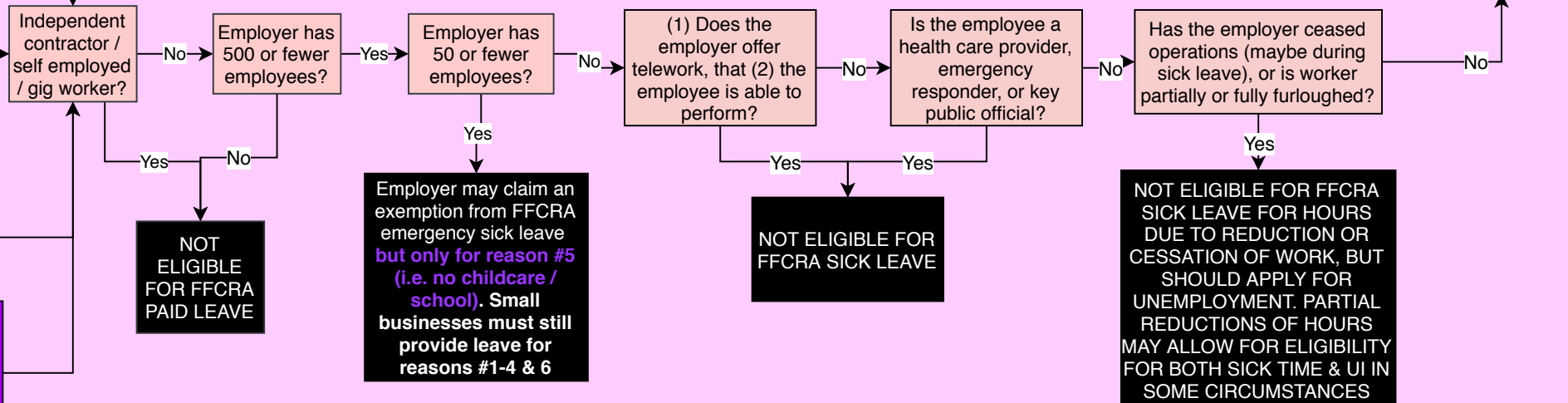


# FFCRA Emergency Sick Leave [Effective 4/1/2020 - 12/31/2020]

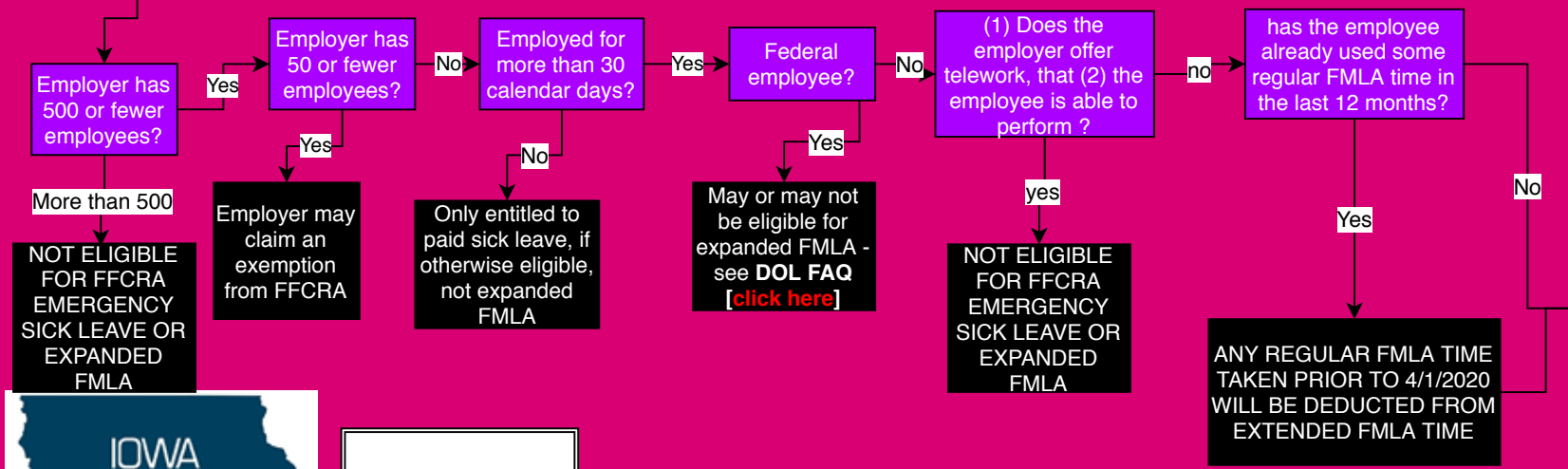
This provision provides up to 80 hours of sick leave for employees meeting one of the six reasons on the left edge of the chart. For the reasons 1-3 [the yellow boxes on the left side of the chart], the pay rate is 100% of the regular rate of pay with a maximum of \$511 per day and \$5,110 in the aggregate. For reasons 4-6 [the purple and orange boxes], the rate is 2/3 of their regular rate of pay with a maximum of \$200 per day and \$2,000 in the aggregate. Leave can generally be taken intermittently. Employer required by HIPAA to keep health coverage during the time covered by leave - may be affected by closures. This leave is in addition to any paid leave the worker may already have. Failure to accord sick leave as required by the FFCRA can be enforced by filing a complaint with the USDOL Wage & Hour division. A employee may supplement 2/3 leave with paid time off

- 1. Employee is subject to a quarantine or isolation order.
- 2. Employee diagnosed with COVID or symptomatic and seeking diagnosis
- 3. Employee advised by health care provider to self-quarantine (e.g. exposed to COVID, high-risk, etc)
- 4. Employee must care for another individual diagnosed with COVID
- 6. Similar circumstances to be determined by USDOL regs \*\*\*
- 5. Worker cannot come to work because his children are not able to attend school / daycare and no other suitable person can take care of them. \*\*\*



\*\*\* NOTE: reasons #5 and #6 are switched for visual coherency, but number to correspond to the statutory language of the FFCRA

## Emergency sick leave analysis



### EXPANDED FAMILY & MEDICAL LEAVE (FMLA+)

Pays out for weeks 3-12 of an extended absence when employees can't come to work due to no school / no childcare and no other "suitable person" can take care of the children (weeks 1 & 2 covered by Emergency Sick Leave). Pay is at least 2/3 regular rate of pay, with a max of \$200 per day and \$12,000 in the aggregate. Can generally be taken intermittently. Employer required by HIPAA to keep health coverage during the time covered by leave - may be affected by closures. This leave is in addition to any paid leave the employees may already have, and can be supplemented by pre-existing paid leave.



Iowa COVID FFCRA leave Flowchart vers 1.2 ~ 4/10/2020

## Extended FMLA analysis