



## **FAMILIES FIRST CORONAVIRUS RESPONSE ACT and how it applies to you...**

### **Are there any employees excluded from the Families First Coronavirus Response Act?**

*Yes. Health Care Providers and Emergency Responders may be excluded from these provisions. Agencies, in conjunction with CMS, are working to identify employees considered to be a Health Care Provider and/or an Emergency Responder excluded from this Act.*

### **Paid Sick Leave**

- 1) I (a) am subject to a Federal, State, or local quarantine or isolation order\* related to COVID-19; (b) have been advised by a health care provider to self-quarantine related to COVID-19; or (c) am experiencing COVID-19 symptoms and am seeking a medical diagnosis; what leave is available to me?**

*Employees are entitled to up to 80 hours Paid Sick Leave at either their regular rate up to \$511 per day and \$5,110 in the aggregate (over a 2-week period).*

- 2) I am caring for (a) an individual subject to a Federal, State, or local quarantine or isolation order related to COVID-19 or advised by their health care provider to self-quarantine related to COVID-19 or (b) a child whose school or place of care is closed (or child care provider is unavailable) for reasons related to COVID-19, what leave is available to me?**

*Employees are entitled to up to 80 hours of Paid Sick Leave at 2/3 of their regular rate up to \$200 per day and \$2,000 in the aggregate (over a 2-week period).*

### **Extended Family Medical Leave Act**

- 1) I am unable to work or telework due to the ongoing need to care for my children whose schools and daycares are closed due to COVID-19, what leave is available to me?**

*Employees are eligible for extended Family Medical Leave Act leave (maximum of twelve (12) weeks of FMLA leave per year) of job protected leave. The first two (2) weeks (10 days/80 hours) of leave pursuant to EFMLA are unpaid. The remaining ten (10) weeks are paid at 2/3 of their regular rate up to \$200 per day, 12,000 for the 10 weeks.*

- 2) Both my partner and I work for the State, do we both get extended FMLA leave to care for children?**

*No. When both parents are employed by the State of Illinois, they are required to split the twelve (12) weeks of EFMLA for childcare purposes. These employees are entitled to split the twelve (12) weeks however they see fit.*

*\*A quarantine or isolation order is a directive from a public health official or a medical provider to remain homebound unless receiving medical care due to a COVID-19 diagnosis (i.e. positive test or suspected infection). The Governor's stay-at-home order, encouraging limited movement by the public, is *not* a basis for leave under the FFCRA.*