

# Families First Coronavirus Response Act (FFCRA) Pay Chart\*

|                        | Emergency Paid Sick Leave (EPSL)   | Emergency Paid Sick Leave (EPSL)   | Emergency FMLA (EFMLA)   |
|------------------------|--|--|--|
| Reason for Leave       | <ol style="list-style-type: none"> <li>Employee is subject to a Federal/State/Local quarantine or isolation order</li> <li>Employee has been advised by healthcare provider to self-quarantine</li> <li>Employee is experiencing symptoms and is seeking medical diagnosis</li> <li>Employee is obtaining a COVID-19 immunization</li> <li>Employee is recovering from an injury, disability, illness or condition related to a COVID-19 immunization</li> <li>Employee is seeking or awaiting the results of a COVID-19 test or diagnosis because either the employee has been exposed to COVID-19 or the employer requested the test or diagnosis</li> </ol> | <ol style="list-style-type: none"> <li>Employee is caring for an individual subject to an order described in 1 or 2</li> <li>Employee is caring for their minor child whose school or daycare is closed</li> <li>Employee is experiencing any other substantially-similar condition</li> </ol> | <ol style="list-style-type: none"> <li>Employee is experiencing a situation listed under EPSL reasons 1 – 9</li> </ol> <p>(To be paid after EPSL is exhausted, if employee has not exhausted FMLA/EFMLA)</p> |
| Who is Eligible        | All employees  |  | Employees employed 30 or more calendar days  |
| Maximum Length of Time | Two Weeks (80 hours)<br>Hours prorated for employees who work <40 hours per week<br>(Reset as of 04/01/2021)   |  | 12 Weeks   |
| Employee Pay Rate      | 100% of regular pay rate   | 2/3 of regular pay rate  | 2/3 of regular pay rate  |
| Maximum Pay            | \$511 per day<br>\$5,110 Aggregate   | \$200 per day<br>\$2,000 Aggregate   | \$200 per day<br>\$12,000 Aggregate  |

# Resources

U.S. Department of Labor: <https://www.dol.gov/agencies/whd/pandemic/ffcra-questions>

Federal Register: <https://www.govinfo.gov/content/pkg/FR-2020-04-06/pdf/2020-07237.pdf>

---

**\*IMPORTANT UPDATES:** Effective January 1, 2021, employers are not required to provide EPSL or EFMLA pay, but they may voluntarily decide to do so if they choose to continue providing this benefit. Private sector employers with less than 500 employees will continue to qualify for tax credits for paid FFCRA leave taken through 9/30/2021.

Effective April 1, 2021, the American Rescue Plan Act of 2021 (ARPA) expanded the reasons to take leave under FFCRA, and all requests may qualify for additional pay under EFMLA. The ARPA provides employees with a new bank of 80 hours of EPSL.