

# Families First Coronavirus Response Act

- Simplified -



## Definitions

“Paid sick leave” - means paid leave under the Emergency Paid Sick Leave Act

“Expanded family and medical leave” - means paid leave under the Emergency Family and Medical Leave Expansion Act

## What Is The Effective Date?

April 1, 2020 thru December 31, 2020  
Applies to both ‘leaves’.

## Explanation of Paid Sick Leave

### How does it apply?

- Up to 80 hours
- Regular rate of pay
- Maxes out at \$511/day and \$5,110 total

-Note: Regular Rate of Pay;  
Hourly Paid = Current Hourly Rate  
Salaried Paid = Current Semi-Monthly Rate

\* You are subject to a Federal, State or Local quarantine or isolation order related to COVID-19

\* You have been advised by a health care provider to self-quarantine due to concerns related to COVID-19

\* You are experiencing symptoms of COVID-19 and are seeking medical diagnosis.

- Up to 80 hours
- Paid at 2/3 (67%) of your regular rate of pay
- Maxes out at \$200/day and \$2000 total

\* You are caring for an individual who is subject to a Federal, State or Local quarantine or isolation orders related to COVID-19; or an individual who has been advised by health care provider to self-quarantine due to concerns related to COVID-19

\* You are caring for your child whose school or place of care is closed, or child care provider is unavailable, due to COVID-19 related reasons

\* You are experiencing any other substantially similar conditions that may arise

# Explanation of Expanded Family and Medical Leave

## How does it apply?

- First 10 days either:


\* 2/3 paid sick leave under  
“Paid Sick Leave”  
Definition

\* Use your PMC Paid  
Time Off  
\* Unpaid

- Following 10 weeks

\* Paid at 2/3 (67%) of your  
regular rate of pay

- Maxes out at \$200/day or  
\$12,000 for 12 weeks that  
includes both Paid Sick  
Leave and Expanded  
Family and Medical Leave



\* You are caring for an individual in your household (spouse, son or daughter, parent) who is subject to Federal, State or Local quarantine or isolation orders related to COVID-19; or an individual in your household who had been advised by a health care provider to self quarantine due to concerns related to COVID-19

\* You are caring for your child whose school or place of care is closed, or child care provider is unavailable, due to COVID-19 related reasons

All payroll transactions will be conducted through PMC’s regular payroll, with the usual direct deposit procedures already in place. The standard deductions will occur i.e. Federal, State and Social Security.

Make your requests for any of these applications for ‘paid sick leave’ or ‘expanded family and medical leave’ first to your supervisor, and then to Human Resources.