

| Emergency FMLA | | Emergency Sick Leave |
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| <p>The Act amends the FMLA to allow an employee who is unable to work (or telework) to take leave due to a need to care for the employee's son or daughter (under 18 years of age) if the child's elementary or secondary school or place of care has been closed, or the childcare provider is unavailable, due to a "public health emergency." A public health emergency means an emergency with respect to COVID-19 declared by a federal, state, or local authority.</p> <p>Unlike the original bill, the closure of the child's school or childcare is the only reason allowed under the added FMLA provisions, and the only reason allowed for paid leave under the FMLA.</p> | | <p>The employee is subject to a federal, state, or local quarantine or isolation order related to COVID-19. The employee has been advised by a healthcare provider to self-quarantine due to concerns related to COVID-19.</p> <p>The employee is experiencing symptoms of COVID-19 and seeking a medical diagnosis.</p> <p>The employee is caring for an individual who is subject to an order as described in subparagraph (1) or has been advised as described in paragraph (2). The employee is caring for their son or daughter if the school or place of care of the son or daughter has been closed, or the childcare provider of the son or daughter is unavailable, due to COVID-19 precautions.</p> <p>The employee is experiencing any other substantially similar condition specified by the Secretary of Health and Human Services, in consultation with the Secretary of the Treasury and the Secretary of Labor.</p> |
| Week 1 (40 hours or equivalent) | <p>Unpaid</p> <p>An employee may elect to substitute any other leave for the unpaid leave.</p> | <p>Paid</p> <p>Employee's regular rate. Payment is capped: \$511/\$5,110 or \$200/\$2,000.</p> |
| Week 2 (40 hours or equivalent) | | |
| Week 3 (40 hours or equivalent) | <p>Paid</p> <p>Must be paid at 2/3 the employee's regular rate of pay. Cap of \$200 a day and \$10,000 in aggregate.</p> | n/a |
| Week 4 (40 hours or equivalent) | | |
| Week 5 (40 hours or equivalent) | | |
| Week 6 (40 hours or equivalent) | | |
| Week 7 (40 hours or equivalent) | | |
| Week 8 (40 hours or equivalent) | | |
| Week 9 (40 hours or equivalent) | | |
| Week 10 (40 hours or equivalent) | | |
| Week 11 (40 hours or equivalent) | | |
| Week 12 (40 hours or equivalent) | | |