Families First Coronavirus Response Act Examples

These are examples only. For detailed information on Emergency Paid Sick Leave and Emergency Family & Medical Leave, view the Families First Coronavirus Response Act FAQs.

EMERGENCY PAID SICK LEAVE
Up to 80 hours of paid leave for full-time employees (pro-rated for part-time employees) if they are unable to work (or telework) due to COVID-19 illness or childcare issues. Here are some examples:

Example #1 – You have symptoms of COVID-19.
- John has a fever and dry cough and is awaiting a diagnosis.
- John can use Emergency Paid Sick Leave.

Example #2 – Your spouse has COVID-19.
- Darla is caring for her spouse who has COVID-19.
- Darla can use Emergency Paid Sick Leave.

Example #3 – You think you might have COVID-19.
- Bob thinks he was exposed to someone with COVID-19, and his doctor ordered him to self-isolate.
- If Bob is able to work from home, he may choose to continue working.
- If Bob can’t work from home, he can use Emergency Paid Sick Leave.

Example #4 – You are sick but it’s not COVID-19.
- Sue has bronchitis and is unable to work.
- Sue cannot use Emergency Paid Sick Leave because it’s not related to COVID-19.

Example #5 – You have no COVID-19 related issues in 2020.
- Jane did not need to use Emergency Paid Sick Leave for COVID-19 issues.
- Jane was employed by Pinellas County on April 1, 2020.
- The unused 80 hours of leave will be rolled over to Jane’s annual leave bank on January 1, 2021 (or if the Families First Act was extended, on the day the Act expires) if she’s still employed by Pinellas County.

Example #6 – Your work hours have been reduced due to COVID-19.
- Stan’s hours were cut from 40 hours to 20 hours per week due to COVID-19.
- Stan is not eligible for Emergency Paid Sick Leave or Emergency FMLA to make up for the difference in pay. However, if Stan later gets sick, quarantined, etc. he will be eligible for Emergency Paid Sick Leave and it will be based on his hours before his schedule was reduced.

EMERGENCY FAMILY & MEDICAL LEAVE (FMLA)
Up to 12 weeks of paid leave (2/3 pay) for employees who cannot work because they need to care for school aged children due to COVID-19 closures. Here are some examples:

Example #7 – Your child’s school/daycare is closed due to COVID-19 and you can’t work.
- Bill’s daughter’s elementary school closed.
- Bill can’t take care of her and work at the same time.
- Bill can use Emergency Paid Sick Leave and Emergency FMLA leave.