



Families First Coronavirus Response Act Scenarios

NEW scenarios added (see page 2)

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.

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.

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.

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.

Example #8 – Your child’s daycare is open, but you don’t feel comfortable sending your child. NEW

- Mary’s son’s daycare center is open, but Mary is keeping him home due to safety concerns.
- Mary *cannot* use Emergency Paid Sick Leave or Emergency FMLA leave. Per the Families First Act, the emergency leave is available only when a school/daycare is closed or unavailable due to COVID-19.

Example #9 – Your child’s school is available for in-person or virtual classes; you choose virtual. NEW

- Dan’s daughter’s elementary school is open for in-person classes, but Dan chooses virtual classes at home.
- Dan *cannot* use Emergency Paid Sick Leave or Emergency FMLA leave. Per the Families First Act, the emergency leave is available only when a school/daycare is closed or unavailable due to COVID-19.

Example #10 – Your child’s school/daycare is open, but your child’s classroom is closed and students ordered to quarantine due to COVID-19. NEW

- Sally’s son Bobby’s classroom was closed due to another child contracting COVID-19, and Sally can’t take care of Bobby and work at the same time so she stays home with him.
- Sally *can* use Emergency Paid Sick Leave and Emergency FMLA leave. Per the Families First Act, the emergency leave is available when a school/daycare is closed or unavailable due to COVID-19. In this case, the school is open, but Bobby’s classroom is unavailable due to a COVID-19 quarantine.