



Families First Coronavirus Response Act FAQ

What is the Families First Coronavirus Response Act (FFCRA)? The Families First Coronavirus Response Act (H.R. 6201) provides support for employees during the Coronavirus pandemic. The act provides paid **Emergency Family Leave** in limited circumstances, as well as **Paid Sick Leave** for employees affected by COVID-19.

Generally, the Act provides that qualifying employees could receive:

- Two weeks (up to 80 hours) of sick leave at the employee's regular rate of pay where the employee is unable to work because the employee is quarantined (pursuant to Federal, State, or local government order or advice of a health care provider), and/or experiencing COVID-19 symptoms and seeking a medical diagnosis; **or**
- Two weeks (up to 80 hours) of sick leave at two-thirds the employee's regular rate of pay because the employee is unable to work because of a bona fide need to care for an individual subject to quarantine (pursuant to Federal, State, or local government order or advice of a health care provider), or care for a child (under 18 years of age) whose school or child care provider is closed or unavailable for reasons related to COVID-19, and/or the employee is experiencing a substantially similar condition as specified by the Secretary of Health and Human Services, in consultation with the Secretaries of the Treasury and Labor. The remaining one-third pay may be supplemented with available annual leave.

In addition, employees that have been employed for at least 30 days could receive:

- Up to an additional 10 weeks of expanded family and medical leave at two-thirds the employee's regular rate of pay where an employee is unable to work due to a **bona fide need for leave to care for a child** whose school or child care provider is closed or unavailable for reasons related to COVID-19.

When did the Act go into effect? April 1, 2020. Unless extended, the Act will expire on December 31, 2020.

Are part-time employees eligible for paid sick leave? Part-time employees are entitled to a pro rated share of 80 hours depending on the average number of hours per day that the employee would normally be scheduled to work.

Is there a maximum amount an employee can be paid for Paid Sick Leave? Paid Sick Leave is paid at the employee's regular wage up to a maximum of \$511 per day, or \$5,110 in total for the employee's own illness. Paid Sick Leave to care for another who is isolated for COVID-19 or to care for a child is paid at 2/3 the employee's regular rate, not to exceed \$200 per day, or \$2,000 in total. The remaining 1/3 pay may be supplemented with available annual leave.

Is there a maximum amount an employee can be paid for Emergency Family Leave? Emergency Family Leave is paid at 2/3 the employee's regular rate, not to exceed \$200 per day and \$10,000 maximum. The remaining 1/3 pay may be supplemented with available annual leave.

Can regular FMLA still be used for other reasons (an employee's own health condition, birth of a child, care for a family member, etc.)? Yes. In these situations, an employee would go through the standard FMLA certification process. However, the emergency family medical leave is not in addition to the total FMLA leave entitlement of 12 weeks in a 12 month period. For example, if an employee has already taken 6 weeks of FMLA leave, that employee will only be eligible for 6 weeks of FMLA leave under this act.

What is the procedure for employees to request leave under the Act? Employees requesting leave under any of the applicable FFCRA reasons should contact Human Resources at 580-581-2245 or HR@cameron.edu.

Click [here](#) for more information regarding the Families First Coronavirus Response Act.