

Families First Coronavirus Response Act (FFCRA)

Employer Paid Sick Leave/Family Leave/Family Medical Leave

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Employer Paid Sick Leave

If you work for a company with 500 or fewer employees, you may be eligible for sick leave paid for by your employer if at least **one** of the following statements is true:

- You have been ordered by federal, state, or local government or a medical provider to self-isolate or quarantine due to COVID-19.
- You have symptoms of COVID-19; you have been to a doctor, and a COVID-19 test has been performed; and you are awaiting a diagnosis.
- You cannot work from home because of your job.
- Your employer does not allow you to work from home.

If you are eligible, your employer is required to give you two weeks of paid leave.

- Full-time employees will receive up to 80 hours.
- For part-time employee, the hours will be based on the average number of hours you work in a two-week period.
- Your employer must pay your full salary up to \$511 per day or a total of \$5,110. Once this benefit is exhausted, you must use your accrued personal time, if any.

Family Leave

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If you work for a company with 500 or fewer employees, you may be eligible for sick leave paid for by your employer if at least **one** of the following statements is true:

- You are taking care of an individual who has been ordered by a governmental order or a medical professional to self-isolate or quarantine due to COVID-19.
- You are taking care of a child or individual who cannot take care of themselves due to school closure or daycare closure.

If you are eligible, your employer is required to provide two weeks (10 business days) of paid leave:

- Full-time employees will receive up to 80 hours of family leave.
- If you are a part-time employee, the hours will be based on the average number of hours you work in a two-week period.
- Your employer must pay 2/3 of your salary up to \$200 per day for a total of \$2,000.
- Your employer cannot discipline or fire you for taking leave.

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Expanded Family and Medical Leave

If you work for a company with 500 or fewer employees, you may be eligible for sick leave paid for by your employer if all of the following statements are true:

- You have worked for that company for at least 30 days.
- You have used the two weeks of leave the employer must provide.
- You are caring for a child or other individual who cannot care for himself or herself due to the closure of schools or daycare provider because of COVID-19.

If you are eligible, you can receive up to 10 additional weeks of family and medical leave:

- Full-time employees will receive up to 40 hours per week.
- Part-time employees will receive the average number of hours that they normally work each week.
- Your employer must pay 2/3 of your salary up to \$200 per day.
- Your employer cannot discipline or fire you for taking leave.

THE FOLLOWING EXCEPTIONS MAY APPLY TO THE BENEFITS DESCRIBED IN THIS FLYER:

- Employers with fewer than 50 employees may not be required to provide the leave described above.
- If you are a healthcare worker or a first responder, different rules may apply.
- For more information contact your human resources department or visit <https://www.dol.gov/agencies/whd/pandemic/ffcra-employee-paid-leave>.

Contact Legal Aid of East Tennessee if you need legal help

- Johnson City Office: (423) 928-8311
- Morristown Office: (423) 587-4850
- Knoxville Office: (865) 637-0484
- Maryville Office: (865) 981-1818
- Cleveland Office: (423) 303-2266
- Chattanooga Office: (423) 756-4013
- Family Justice Center, Blountville: (423) 574-7233
- Family Justice Center, Johnson City: (423) 722-3720
- Family Justice Center, Knoxville: (865) 215-6835
- Family Justice Center, Chattanooga: (423) 643-7604
- Erlanger, Chattanooga: (423) 778-7807
- Tennessee Senior Law Alliance: (866) 333-1505