

Families First Coronavirus Response Act – H.R. 6201

	Family Medical Leave Expansion Act FMLA (Division C)	Emergency Paid Sick Leave Act EPSLA (Division E)
Effective Date	Wednesday, April 1, 2020	Wednesday, April 1, 2020
Retroactive to date of declaration of emergency?	No.	No.
End Date of Program	December 31, 2020	December 31, 2020
What is it?	Provides for expanded, paid FMLA coverage during the COVID-19 public health emergency, as it relates to childcare and school closures.	Provides paid sick leave to all actively employed workers – regardless of length of service – during the COVID-19 public health emergency.
Eligibility	Employed (not necessarily worked) at least 30 calendar days	Worked at least one day with the City of Wyoming
Qualifying circumstances	Qualifying need due to public health emergency – care for son or daughter up to 18 years of age because of closure or unavailability of school, place of care, or child care provider.	<p>Qualifying Situations A</p> <ul style="list-style-type: none"> • Federal, state, or local isolation or quarantine order • Self-quarantine (based on medical provider recommendation) • Employee experiencing symptoms and seeking diagnosis <p>Qualifying Situations B</p> <ul style="list-style-type: none"> • Employee is caring for an individual subject to quarantine • Employee is caring for son or daughter because of closures • Employee is experiencing a substantially similar situation
Pay	<p>Days 1-10 (equivalent to two workweeks): No pay. May substitute accrued leave time.</p> <p>Days 11+ (up to max of 12 weeks): Paid 2/3 of regular rate of pay times the number of hours typically worked. May substitute accrued leave time in ½ hour increments to make employee whole.</p>	<p>FT: The lesser of 80 hours or your regular two-week work schedule</p> <p>PT: Prorated on average number of hours worked per week over past 6 months</p> <p>For Qualifying Situations A, as listed above, employee is paid their full wage up to the maximum per day.</p> <p>For qualify Situations B, as listed above, employee is paid at 2/3 of regular rate of pay. May substitute accrued leave time in ½ hour increments to make employee whole.</p>
End of Eligibility for Pay	<p>Earlier of:</p> <ol style="list-style-type: none"> 1) 12 weeks (combined FMLA and FMLA leave) 2) aggregate of \$10,000 FMLA Paid Leave <p>Note: after paid FMLA time is exhausted, if employee continues to need FMLA time and has not reached 12 weeks FMLA time in a rolling calendar year, employee may use leave in accordance with FMLA policy.</p>	<p>Earlier of:</p> <ol style="list-style-type: none"> 1) Exhausting emergency paid sick leave or reaching maximum aggregate of \$5,110 2) December 31, 2020

continued	Family Medical Leave Expansion Act FMLEA (Division C)	Emergency Paid Sick Leave Act EPSLA (Division E)
Limits	Paid FMLEA cannot exceed \$200 per day and \$10,000 total.	<p>Situation A: Paid time cannot exceed \$511 per day and \$5,110 in aggregate</p> <p>Situation B: Paid time cannot exceed \$200 per day and \$2,000 in aggregate</p>
Other		<p>The Michigan Stay Home, Stay Safe Executive Order does not qualify employees for use of EPSLA.</p> <p>Cannot use EPSLA past December 31, 2020.</p> <p>Cannot be paid out if employment ends.</p>
Notice Requirements		Notices are posted in all buildings and have been distributed electronically.