



**COVID-19**  
**Family First Coronavirus Response Act**  
**Emergency Family and Medical Leave Act**  
**Emergency Paid Sick Leave Act**

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**KELLY H. CHANFRAU, ESQ.**

*Florida Bar Board Certified as an Expert  
in Labor and Employment Law*

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**How does this affect me as an  
Employee?**

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## Outline:

1. Overview of the new laws
2. Who is covered and who is not
3. Questions and answers

Important Note: Even if you are not covered by these new laws, you may be still covered by other federal and state laws which are still in effect and protect you.

If at the time of this broadcast you have been laid off due to COVID-19, we recommend you immediately file a claim for unemployment compensation benefits at [connect.myflorida.com](https://connect.myflorida.com)

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# The New COVID-19 Paid Leave Laws

**Law Starts: April 2, 2020**

**Law Ends: December 31, 2020**

# **The New Emergency Paid Leave Laws Apply to the Following Employers:**

**Government and Public Employers  
Private Employers and Non-Profits**

**(Must employ over 1 and less than 500 employees)**

# The New Emergency Paid Leave Laws Do Not Apply to:

Any employer that has 500 or more employees.

For employers that have less than 25 employees, there may be exemptions they can apply for however no guidance yet on how they do that.

For now – and until your employer gets an exemption – it applies to them.

# The New Emergency Paid Leave Laws Apply to these employees:

1. Full Time Employees
2. Part-time Employees
3. For the New E-FMLA Law (employed 30 days)
4. For the New Emergency Paid Sick Leave Act (can get the paid leave even if only worked 1 day).

**The New Emergency Paid Leave Laws Do NOT  
Apply to these employees if the Employer  
Decides not to give it to them:**

- 1. Employees of Health Care Providers**
- 2. Emergency Responders**

## Under the Emergency Paid Sick Leave Act:

You qualify for the sick pay if you cannot work or telework because:

1. You are subject to a Federal, State, or local quarantine or isolation order related to COVID-19.
2. A health care provider has advised you to self-quarantine due to concerns relating to COVID-19.
3. You are experiencing symptoms of COVID-19 and are seeking a medical diagnosis.

## **Under the Emergency Paid Sick Leave Act:**

**If any of the prior items apply, you are entitled to:**

- 1. Full time: 80 hours of sick pay (at your regular rate of pay) (not to exceed \$511 per day or \$5,110 total)**
- 2. Part time: Average # of hours employee works over a 2 week period (at regular rate of pay not to exceed \$200 per day or \$2000 total).**

## **Under the Emergency Paid Sick Leave Act:**

**You also qualify for the sick pay if you cannot work or telework because:**

- 1. You are caring for someone who is subject to an order of quarantine or has been advised to quarantine by a health care provider.**
- 2. You are caring for your son or daughter (under 18) and the school, daycare or person that usually cares for the child is not available due to COVID-19 precautions .**
- 3. You are experiencing any other substantially similar health condition specified by by the Secretary of Health and Human Services.**

## **Under the Emergency Paid Sick Leave Act:**

**If any of the prior items apply, you are entitled to:**

- 1. Full time: 80 hours at 2/3 of your regular rate of pay.**
- 2. Part time: Average hours over two weeks at 2/3 rate of pay.**

## **Under the Emergency FMLA Expansion Act:**

**The FMLA was amended to allow for you to request FMLA Leave (in addition to the other reasons which would qualify) for:**

**\*\*\*Employee is unable to work or telework due to having to provide care for son or daughter (under 18) due to school being closed, daycare being closed or childcare worker not available due to COVID-19 concerns.**

**Under the Emergency FMLA Expansion Act:**

**If you qualify due to prior reason:**

**\*\* Employee is entitled to 10 days job protected unpaid leave, followed by 2/3 of regular rate of pay for 10 weeks.**

**(Not to exceed \$200 per day or \$10,000 total)**

- 1. What if my Employer Does Not Comply?**
- 2. An employee cannot be retaliated against (fired or suffer an adverse action) for requesting these leaves or for complaining about the leaves that the employer is not complying.**
- 3. If an employer does not follow the law or retaliates – the employer can be subjected to back pay, front pay, liquidated damages and attorneys' fees and costs.**

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