

The New Emergency Family and Medical Leave Expansion Act (Applicable to Employers with Fewer than 500 Employees on or after April 1, 2020)

Begin Here:

Does the employee have a child under the age of eighteen (18) who:

- attends an elementary or secondary school that is closed as the result of COVID-19?
- attends a regular day care provider that is closed as the result of COVID-19?
- lacks a compensated child care provider as the result of COVID-19?

NO



YES



Has the employee been employed for at least thirty (30) calendar days?

YES



Emergency Family Medical Leave Available



Is the requested leave longer than ten (10) working days?

YES



Emergency FMLA Leave is Paid at 2/3 Regular Pay Rate
(Max of \$200 per day or \$10,000 total)

NO



Emergency FMLA Leave is Unpaid

Emergency Family Medical Leave Not Available