

# COVID-19 SCENARIOS AND BENEFITS IMPLICATIONS

COVID-19 SCENARIOS	EMPLOYER PROVIDED (PAID SICK LEAVE)	SHORT-TERM DISABILITY PLAN (IF AVAILABLE)	FAMILY & MEDICAL LEAVE ACT	FAMILIES FIRST CORONAVIRUS RESPONSE ACT: EMERGENCY FMLA	FAMILIES FIRST CORONAVIRUS RESPONSE ACT: EMERGENCY PAID SICK LEAVE
Employee waiting for test results related to COVID-19.	Maybe, depending on plan details.	No.	No.	No.	Up to 80 hours (pro-rated for part-time employees) to FFCRA maximums.
Employee is mildly ill with COVID-19.	Probably Yes, depending on plan details.	Yes, if doctor orders to stay home from work.	Yes, if doctor orders to stay home from work.	No.	Up to 80 hours (pro-rated for part-time employees) to FFCRA maximums.
Employee is severely ill with COVID-19	Probably Yes, depending on plan details.	Yes, if doctor orders to stay home from work.	Yes, if employer is subject to FMLA and employee meets requirements.	No.	Up to 80 hours (pro-rated for part-time employees) to FFCRA maximums.
Employee is caring for family member who is severely ill with COVID 19.	Maybe, depending on plan details.	No.	Yes, if employer is subject to FMLA and employee meets requirements.	No.	Up to 80 hours (pro-rated for part time employees) to FFCRA maximums. Includes caring for an individual, not just a family member.
Employee was exposed and quarantined*; Business open.	Probably Yes, depending on plan details.	No.	No.	No.	Up to 80 hours (pro-rated for part-time employees) to FFCRA maximums.
Employee was exposed and quarantined*; Business is closed.	Probably Yes, depending on plan details.	No.	No.	No.	Up to 80 hours (pro-rated for part-time employees) to FFCRA maximums.
Schools are closed because of COVID-19 and employee has no childcare for son or daughter.	No, depending on plan details.	No.	No.	Yes, up to 12 weeks of leave to FFCRA maximums.	Up to 80 hours (pro-rated for part-time employees) to FFCRA maximums.
Employee has compromised immune system and is advised to self-quarantine*	Probably No.	No.	No.	No.	Up to 80 hours (pro-rated for part-time employees) to FFCRA maximums.
Employee is afraid of gathering in a group and refuses to go to work.	Probably No.	No.	No.	No.	No.
Employer must shut down due to city or state requirement.	Probably No.	No.	No.	No.	Up to 80 hours (pro-rated for part-time employees) to FFCRA maximums.
Employer reduces available hours due to business slowdown.	Probably No.	No.	No.	No.	No.
FFCRA only applies to employers with fewer than 500 employees.				Employees eligible for Emergency FMLA within 30 days of date of hire. Qualifying need is stated above.	Employees eligible for Emergency Paid Leave on date of hire.

\*quarantine advised by a healthcare provider

