

	Federal Emergency Paid Sick Leave Act		Federal Emergency FMLA Expansion Act	
Effective Date	April 1, 2020		April 1, 2020	
End Date	Dec. 31, 2020		Dec. 31, 2020	
Rollover	No		No	
Mandatory or Discretionary	Mandatory		Mandatory	
Classified	Yes		Yes	
Certified	Yes		Yes	
Full-Time	Yes		Yes	
Part-Time	Yes		Yes	
Eligible Immediately	Yes		No, must be employed for 30 days prior to leave request.	
Maximum Limits	Up to 80 hours for full time; number of hours during a 2-week period for part time		10 weeks of paid FMLA; first 10 days may be unpaid or employee may use other types of paid leave	
Unable to Work or Telework Because:	Allowed	Amount of Pay	Allowed	Amount of Pay
Subject to a federal, state or local quarantine or isolation order	Yes	100% of greater of regular payrate or minimum wage; \$511/day max; \$5,110 aggregate	No	\$0
Advised by a health care provider to self-quarantine	Yes	100% of greater of regular payrate or minimum wage; \$511/day max; \$5,110 aggregate	No	\$0
Experiencing symptoms AND seeking a diagnosis	Yes	100% of greater of regular payrate or minimum wage; \$511/day max; \$5,110 aggregate	No	\$0
Caring for another who is subject to quarantine or isolation order, or advised to self-quarantine	Yes	2/3 of greater of regular payrate or minimum wage; \$200/day max; \$2,000 aggregate	No	\$0
Caring for child under 18 if school or daycare is closed	Yes	2/3 of greater of regular payrate or minimum wage; \$200/day max; \$2,000 aggregate	Yes	First 10 days <i>may</i> be unpaid. 10 weeks of pay at 2/3 of regular rate of pay to a maximum of \$200/day and aggregate of \$10,000

Experiencing any other similar conditions specified by HHS	Yes (Currently Not Applicable)	2/3 of greater of regular payrate or minimum wage; \$200/day max; \$2,000 aggregate	N/A	\$0
Restoration to position after leave	Yes		Yes	