

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



NO



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

YES



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

NO



Emergency FMLA Leave is Unpaid

Emergency Family Medical Leave Not Available