

EMPLOYEE RIGHTS

UNDER THE FAMILIES FIRST CORONAVIRUS RESPONSE ACT

The **Families First Coronavirus Response Act (FFCRA)** requires that House employing offices provide their employees with (1) emergency paid sick leave, and (2) for qualified employees, expanded family and medical leave for specified reasons related to COVID-19. These provisions will apply from April 2, 2020 through December 31, 2020.

▶ PAID LEAVE ENTITLEMENTS

Generally, House employing offices must provide:

Up to two weeks (80 hours, or a part-time employee's two-week equivalent) of emergency paid sick leave based on the higher of their regular rate of pay, or the applicable state or Federal minimum wage, paid at:

- 100% for qualifying reasons #1-3 below, up to \$511 daily and \$5,110 total; and
- ⅔ for qualifying reasons #4-6 below, up to \$200 daily and \$2,000 total.

Qualified employees may also receive public health emergency leave (expanded family and medical leave) for 10 additional weeks for reason #5 below, up to \$200 daily and \$10,000 total.

A part-time employee is eligible for leave for the number of hours that the employee is normally scheduled to work over that period.

▶ ELIGIBLE EMPLOYEES

- All employees are eligible for up to two weeks of fully or partially paid sick leave for reasons #1-6 below.
- *Employees who have been employed for at least 30 days* prior to their leave request are eligible for up to an additional 10 weeks of partially paid expanded family and medical leave for reason #5 below.

Please consult with your employing office to determine whether you are eligible for these benefits.

▶ QUALIFYING REASONS FOR LEAVE RELATED TO COVID-19

An employee is entitled to take leave related to COVID-19 if the employee is unable to work, including unable to **telework**, because the employee:

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| <ol style="list-style-type: none">1. is subject to a Federal, State, or local quarantine or isolation order related to COVID-19;2. has been advised by a health care provider to self-quarantine related to COVID-19;3. is experiencing COVID-19 symptoms and is seeking a medical diagnosis;4. is caring for an individual subject to an order described in (1) or self-quarantine as described in (2); | <ol style="list-style-type: none">5. is caring for his or her child whose school or place of care is closed (or child care provider is unavailable) due to COVID-19 related reasons; or6. is experiencing any other substantially similar condition specified by the U.S. Department of Health and Human Services. |
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▶ ENFORCEMENT

The Office of Congressional Workplace Rights (OCWR) has the authority to enforce compliance with the FFCRA. Employing offices may not discharge, discipline, or otherwise discriminate against any employee who lawfully takes paid sick leave or expanded family and medical leave under the FFCRA, files a complaint, or institutes a proceeding under or related to this Act. Employing offices in violation of the provisions of the FFCRA will be subject to penalties.