HOW WILL CONGRESS’S LATEST COVID-19 RELIEF PACKAGE ADDRESS PAID SICK AND FAMILY LEAVE?

**Table of Economic Relief Provisions**

<table>
<thead>
<tr>
<th><strong>Provision</strong></th>
<th><strong>Description</strong></th>
<th><strong>FFCRA</strong></th>
<th><strong>FFRCA</strong></th>
<th><strong>FFRCA</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Emergency paid sick leave</strong></td>
<td>Employees must be provided with 10 days of paid sick leave for certain reasons.</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td><strong>Emergency family leave</strong></td>
<td>Employees must be provided with 12 weeks of paid family leave for certain reasons.</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td><strong>Wage replacement for emergency sick days</strong></td>
<td>intervening measures to prevent the spread of COVID-19.</td>
<td>Yes</td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td><strong>Wage replacement for emergency family leave</strong></td>
<td>intervening measures to prevent the spread of COVID-19.</td>
<td>Yes</td>
<td>Yes</td>
<td>No</td>
</tr>
</tbody>
</table>

**Eligible Employees**

- Businesses larger than 500 employees: No change from FFCRA
- Businesses with fewer than 500 employees: No change from FFCRA

**Eligible Reasons**

- For an individual who is isolated or quarantined because of a COVID-19-related reason: No change from FFCRA
- For an individual who is caring for someone who meets the same criteria: No change from FFCRA
- For an individual who is caring for a child whose school has been closed or who is caring for a child whose place of care has been closed: No change from FFCRA

**Wage Replacement**

- 12 weeks of paid family leave: No change from FFCRA
- 10 days of paid sick leave: No change from FFCRA
- Total: No change from FFCRA

**Reimbursement and Credits**

- Businesses with fewer than 500 employees: No change from FFCRA
- Businesses larger than 500 employees: No change from FFCRA

**Additional Provisions**

- Provisions: No change from FFCRA
- Additional measures: No change from FFCRA