EMERGENCY FMLA
(Family Medical Leave Act)

Eligible Employee – Any employee who worked for employer for 30 days prior to leave AND has a qualifying reason

Qualifying Reason – IF employee is unable to work (or telework) due to the need for leave to care for a qualifying dependent under 18 years of age because the school or place of care has been closed, or the child care provider of such qualifying dependent is unavailable, due to a “public health emergency” (An emergency with respect to COVID-19 declared by Federal, State or local authority).

Benefit – Up to 10 weeks of job-protected leave (paid after the first 10 days)

First 10 days of Emergency FMLA may be unpaid
- An employee may elect to substitute accrued vacation to cover any portion of first 10 days

After the first 10 days:
- Compensated at 2/3 of the employee’s regular rate of pay*
- Part-time employees/irregular schedule entitled to be paid based on average number of hours employee worked in prior 6 months (OR if employed less than 6 months, average number of hours employee would normally be scheduled to work)

*Pay capped at $200 per day and $10,000 in aggregate per employee