



A Union of Professionals

Paid Leave Provisions in the Families First Coronavirus Response Act (became law 3/18/2020)

Available leave

- Qualified workers are eligible for two weeks of paid sick leave if they are ill, quarantined or seeking diagnosis or preventive care for coronavirus, or if they are caring for sick family members.
- Qualified workers are eligible for 12 weeks of paid leave to care for children whose schools are closed or whose child care provider is unavailable because of coronavirus.
- The benefit expires Dec. 31, 2020.

Eligibility

- Workers at small and midsize companies and nonprofits can get the paid leave.
- Government employees are eligible as long as they've been employed at least 30 days.
- Workers employed by companies with more than 500 people are excluded. But they can take any sick leave their company already offers. Workers at companies with at least 50 employees are also eligible for leave under the Family and Medical Leave Act, which provides eligible workers 12 weeks of *unpaid* family or medical leave as long as they meet certain conditions.
- Employers can decline to give leave to workers on the frontlines of the crisis.
- Employees who are laid off after March 1, 2020, and then subsequently rehired are entitled to the emergency family leave and sick leave provisions.
- The second aid bill—the Coronavirus Aid, Relief, and Economic Security (CARES) Act—provides funds to federal agencies to reimburse federal contractors for paid leave that the contractors provided.

Part-time and self-employed workers

- Part-time workers will be paid the amount they typically earn in a two-week period.
- Self-employed workers, including gig economy workers, are eligible for paid leave if they have paid taxes. They have to calculate their average daily self-employment income for the year, then claim the amount they take as a tax credit (they can reduce their estimated quarterly tax payments in the meantime).

The **American Federation of Teachers** is a union of professionals that champions fairness; democracy; economic opportunity; and high-quality public education, healthcare and public services for our students, their families and our communities. We are committed to advancing these principles through community engagement, organizing, collective bargaining and political activism, and especially through the work our members do.

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Size of payment

- Workers who are sick or looking for care earn the full amount of their paycheck up to a maximum of \$511 a day.
- Workers caring for a family member or child whose school or day care is closed can earn two-thirds of their pay check up to a maximum of \$200 a day.

Taking leave

- The Labor Department issued guidelines on April 2 to assist employers in calculating how much paid leave their employees should get.
- Once those amounts are set, workers should be able to simply notify the employer, take the leave and get paid the amount specified by the law.