



**Families First Coronavirus Response Act:**  
*Emergency Paid Sick Leave Act and  
Emergency Family and Medical Leave Expansion Act*

**You are Eligible for Emergency Paid Sick Leave and Paid Time Off under the FMLA if:**

- You work for certain public employers (city, county, state employers) or a private employer with fewer than 500 employees.
- You may not be entitled to these protections under the federal law if you:
  - Are a health care provider or first responder;
  - Work for an employer with fewer than 50 employees;
  - Are in a multiemployer union that provides Qualified Sick Leave Wages under your CBA;
  - Are a federal employee covered under Title II of the FMLA.
- These protections will be in effect as of April 2, 2020 and last through December 31, 2020.

**Emergency Paid Sick Leave: Provides 2 weeks of Paid Sick Leave if you are unable to work or telework because:**

1. You are subject to a federal, state, or local quarantine or isolation order relating to COVID-19;
2. You have been advised by a health care provider to self-quarantine due to concerns related to COVID-19;
3. You are experiencing symptoms of COVID-19 and getting a medical diagnosis;
4. You are taking care of an individual who is subject to a quarantine or isolation order relating to COVID-19 or has been advised by a health care provider to self-quarantine due to concerns related to COVID-19;
5. You are taking care of your child because your school or place of care for your child has been closed, your child care provider is unavailable, due to COVID-19 precautions;
6. You are experiencing any other substantially similar condition specified by the U.S. Department of Health and Human Services.

**Pay: You will be paid for the number of hours you usually work in a 2 week period.**

- **Full-time workers** should be paid for 10 days (or 80 hours).
- **Part-time workers** who usually works 20 hours a week should be paid for 2 weeks of 20 hours, or 40 hours.
- Your **rate of pay** depends on the reason you need leave (see above):
  - You receive regular rate of pay if you take leave for reasons 1, 2, or 3.
  - You receive 2/3 your regular rate of pay for leave taken for reasons 4, 5, or 6.

**Other Key Information:**

- You are entitled to Paid Sick Leave even if you just started working for your employer.
- You are not required to use other paid leave before using paid sick leave under the federal law.
- If you aren't eligible for Paid Sick Leave under the federal law, you may still be eligible for paid sick leave under the **Chicago Sick Leave Ordinance or Cook County Earned Sick Leave Ordinance** (see if you qualify).

**Paid Time Off under the FMLA: Provides 12 weeks of job-protected leave under the FMLA if:**

- You worked for your employer for **at least 30 days**; and
- You are unable to work (or telework) because you must care for your child if your child's school, place of care, or child care provider is closed or unavailable due to COVID-19.

**Pay:** After your first 10 days (2 weeks) of leave, your employer must pay you a benefit of no less than 2/3 your usual pay (up to \$200/day) for 10 weeks. During your first 2 weeks, you may use Paid Sick Leave (at 2/3 your pay) or PTO (for full pay).

- If you work for a covered employer, you are entitled to a total of 12 weeks of protected time off.

\*Updated: April 2020. Please note that the information contained here is not exhaustive, not intended as legal advice, and cannot substitute for independent analysis and research in any particular case. For case specific questions and legal advice, you can call **Legal Aid Chicago at 312-341-1070**, every weekday, beginning at 8 AM.