

Payment to Employees

Families First Coronavirus Response Act

Emergency Paid Sick Leave Act (EPSLA)

This Act requires employers to provide
80 HOURS OF SICK LEAVE
regardless of how long the employee has
worked for the company.

PAY AT FULL RATE

up to \$511 /day and \$5,110 in total

Requirements:

The employee is subject to a
Federal/state/local quarantine or
isolation order.

The employee has been advised by a
healthcare provider to self- quarantine
due to concerns related to the virus.

The employee is experiencing symptoms
of the virus & seeking a medical diagnosis.

PAY AT 2/3 RATE

up to \$200 /day and \$2,000 in total

Requirements:

The employee is caring for another who
is subject to reasons 1 or 2 above.

The employee is caring for their child if
the child's school/place of childcare is
closed/unavailable due to the virus.

The employee is experiencing any other
substantially similar condition specified
by the Sec.of Health & Human Services.

Emergency Family Medical Leave Expansion Act (EFMLEA)

This Act is an expansion of the Family
and Medical Leave Act of 1993 (FMLA)
and now applies to all businesses with
fewer than 500 employees.

QUALIFICATIONS

The employee must have been on the
payroll for at least 30 calendar days &
be unable to work (or work remotely)
due to a need to care for a child under
the age of 18 if their school or place of
childcare has been closed or is
unavailable due to a public health
emergency related to COVID-19.

1st 10 DAYS

The first 10 days of absence are
unpaid. An employee may opt to use
their accrued leave or apply EPSLA.

NO LESS THAN 2/3 RATE

up to \$200 /day and \$10,000 in total

Pay is for usual hours worked. Part-
time employee leave is calculated
based on the average hours the
employee was scheduled per day over
the 6-month period prior to the
employee taking leave under the Act.

EMPLOYER CREDITS

Small and midsize employers can begin taking advantage of refundable payroll tax credits, designed to immediately and fully reimburse you, dollar-for-dollar, for the cost of providing Coronavirus-related leave to your employees.

Complete Coverage: Employers receive 100% reimbursement for paid leave pursuant to the Act.

- Health insurance costs are also included in the credit.
- Employers face no payroll tax liability.
- Self-employed individuals receive an equivalent credit.

Reimbursement will be FAST and easy to obtain: An immediate dollar-for-dollar tax offset against payroll taxes will be provided and where a refund is owed, the IRS will send the refund as quickly as possible.

Protection for Small Business: There is protection for employers with fewer than 50 employees. If the viability of the business is threatened, these companies are eligible for an exemption from the requirements to provide leave to care for a child whose school is closed, or child care is unavailable.

Compliance Will be Less Strict: There is a 30-day “non-enforcement policy” to provide time for employers to come into compliance with the Act. The Department of Labor will not bring action against any employer during this time, so long as the employer has acted reasonably and in good faith to comply with the Act.

Take Immediate Advantage: Businesses can retain & access funds they would otherwise pay to the IRS in payroll taxes. If those amounts are not sufficient to cover the cost of paid leave, employers can seek an expedited advance from the IRS by submitting a streamlined claim form (It will be released next week.)



Please contact our Coronavirus Response Team at covid19@avizogroup.com with any questions.