Emergency Paid Sick Leave (EPSL)

**Is the Employee Eligible?**
- All employees of the covered employer are eligible unless the employee is a health care provider or emergency responder whom the employer has elected to exclude.
- Work must be available for the employee; leave is not available if business is shut down or slow.

**Employee’s Own Condition (EPSL)**
- Employee is unable to work or telework because employee is subject to a federal, state, or local quarantine or isolation order related to COVID-19.
- Employee is unable to work or telework because employee has been advised by a health care provider to self-quarantine because the Health Care Provider believes the employee has COVID-19, may have COVID-19, or is particularly vulnerable to COVID-19.
- Employee is unable to work or telework because employee is experiencing COVID-19 symptoms and is seeking a medical diagnosis.
  - Limited to time period in which employee is unable to work because employee is taking affirmative steps to obtain a medical diagnosis (e.g., time spent making, waiting for, or attending an appointment related to COVID-19).

**Amount of Paid Leave**
- Full-time employees are eligible for up to 80 hours of leave and part-time employees are eligible for the number of hours of leave that the employee works on average over a two-week period. Additional calculations are needed for part-time employees with varying schedules.

**Rate of Pay**
- 100% of employee’s regular rate of pay, up to $511 per day and $5,110 in the aggregate (over the two-week period).
- Employees may be allowed (but cannot be required) to use existing sick leave/vacation/PTO to make up the difference between their regular rate of pay and the cap.

**Care for Others (EPSL)**
- Employee is unable to work or telework because the employee is caring for an individual (1) who is subject to a quarantine or isolation order related to COVID-19, or (2) who was advised by their health care provider to self-quarantine related to COVID-19.
  - Individual must be an immediate family member, roommate, or similar person with whom the employee has a relationship such that there is an expectation that the employee would care for the person.

**Amount of Paid Leave**
- Full-time employees are eligible for up to 80 hours of leave and part-time employees are eligible for the number of hours of leave that the employee works on average over a two-week period. Additional calculations are needed for part-time employees with varying schedules.

**Rate of Pay**
- 2/3 of the employee’s regular rate of pay, up to $200 per day and $2,000 in the aggregate (over the two-week period).
- Employees may use existing sick leave/vacation/PTO to make up the difference between their regular rate of pay and the $200 gap.

**School Closure (EPSL & EFMLA)**
- Employee is unable to work or telework because employee is caring for a child whose school or place of care is closed (or childcare provider is unavailable) for reasons related to COVID-19.

**Amount of Paid Leave**
- Two weeks (up to 80 hours) of EPSL. Up to 12 weeks of EFMLA leave (first two weeks of EFMLA are unpaid unless employee elects to use EPSL or employer-provided time off).

**Rate of Pay**
- Employees taking leave are entitled to pay at 2/3 their regular rate up to $200 per day and $10,000 in the aggregate (over the 12-week period, depending on whether the employee uses EPSL for the first two weeks).
- Employers may require employees to use existing sick leave/vacation/PTO to make up the difference between their regular rate of pay and the 2/3 pay or the $200 cap. Employers can require employees to use existing sick leave/vacation/PTO to make up the difference for the portion of paid leave that is EFMLA (the last 10 weeks).