

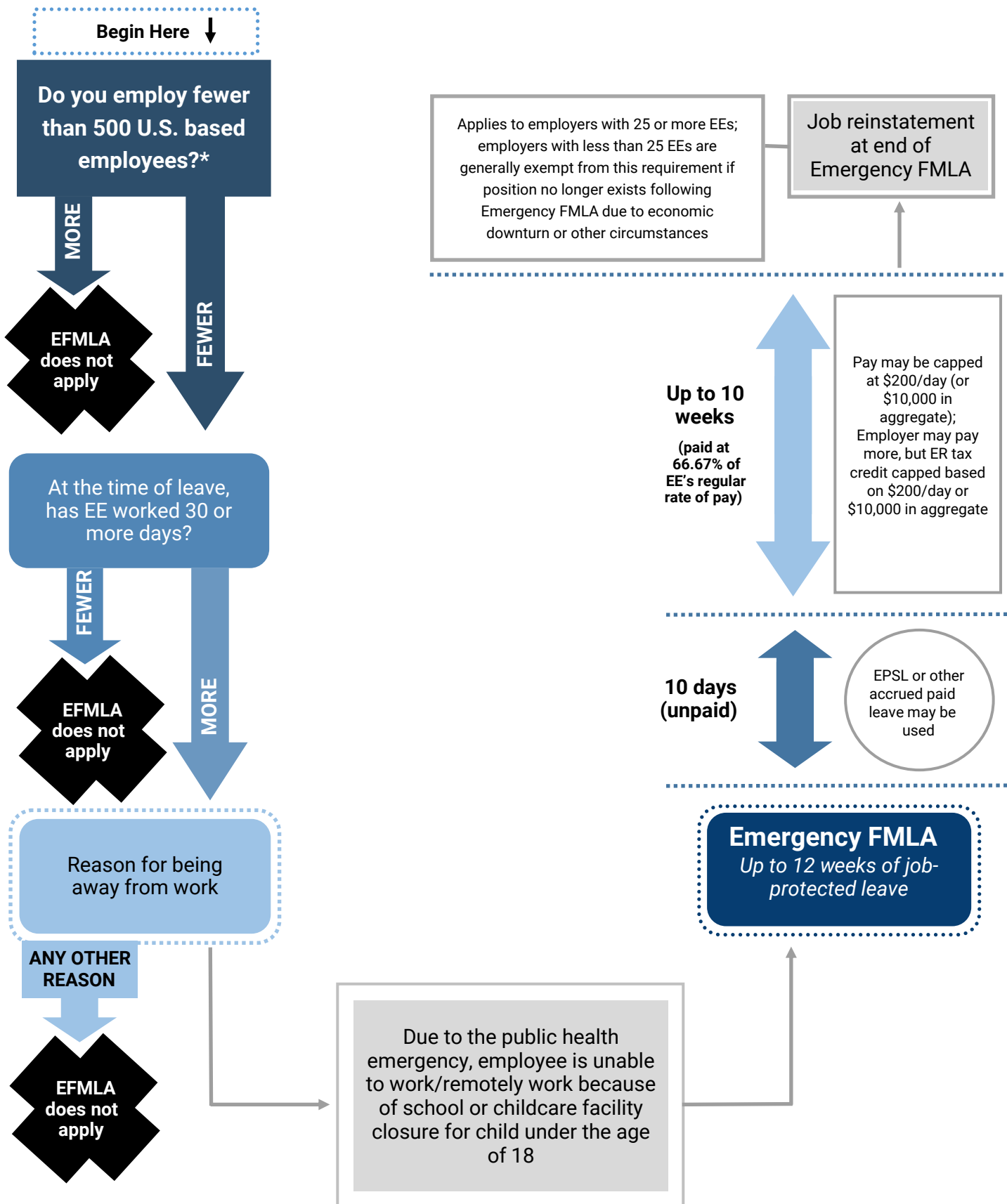


Families First Coronavirus Response Act (FFCRA) Quick-Reference Flow Charts

Effective April 1, 2020 - December 31, 2020

Emergency FMLA (EFMLA)

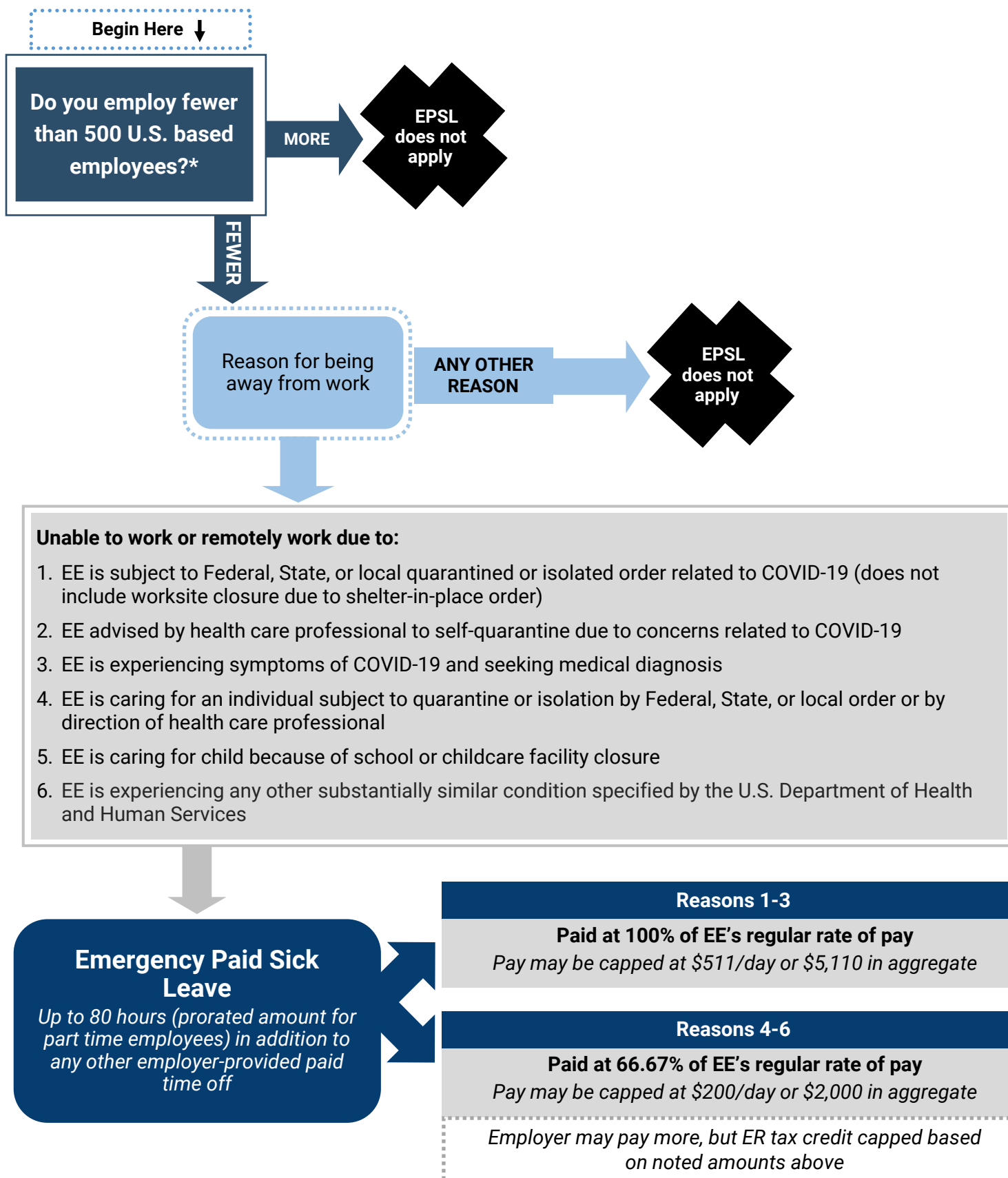
Effective April 1, 2020 - December 31, 2020



*Certain public employers are covered, regardless of size.

Emergency Paid Sick Leave (EPSL)

Effective April 1, 2020 - December 31, 2020



*Certain public employers are covered, regardless of size.

Families First Coronavirus Response Act (FFCRA)

Effective April 1, 2020 - December 31, 2020

The following chart is our current understanding of the possible application of benefits available to employees in response to the COVID-19 crisis under federal law:

Employee ...	Earned Sick Leave	Emergency FMLA	Emergency PSL	Unemployment Insurance
1 ... has COVID-19 -or- Similar symptoms and seeking medical diagnosis	✓	✗	✓	✗
2 ... was unable to work because of school or daycare closure for a public health reason	✓	✓	✓	✗
3 ... was exposed while at work and required to self-quarantine	✓	✗	✓	✗
4 ... was laid off or placed on furlough	✗	✗	✗	✓
5 ... cannot work because employer is considered "non-essential," and subject to closing order as deemed by the government	✗	✗	✗	✓
6 ... has a reduction in hours due to adversity in business, or slowdown	✗	✗	✗	✓
7 ... is "self distancing" and refusing to attend work	✓	✗	✗	✗
8 ... has been advised by doctor to self-quarantine due to weakened immune system	✓	✗	✓	✗
9 ... is caring for a family member that has tested positive for COVID-19	✓	✗	✓	✗
Healthcare employee ...				
11 ... is forced to self-quarantine due to exposure while on the job	✓	✗	✓	✗
Employer ...				
10 ... does not comply with government order and continues to operate business as usual; Employee refuses to attend work	✓	✗	✓	✓