



School for Workers  
UNIVERSITY OF WISCONSIN-MADISON

## COVID-19 WORKER INFO

\*UW-Madison School for Workers is working to analyze and summarize legal developments during the COVID-19 crises. We anticipate that regulations may further define these rights and acknowledge that details continue to change quickly.

STAY CONNECTED, CONTACT US!

ph: 608-262-2112

e-mail:  
schoolforworkers@dcs.wisc.edu

website:  
schoolforworkers.wisc.edu

# Legal Rights for Workers During COVID-19\*

## Paid Leave | Families First Coronavirus Response Act (FFCRA)

Effective 4/1/20 - 12/31/20

Employees of employers with less than 500 employees who cannot work because of the virus are entitled to:

- Up to two weeks (80) hours of paid sick leave at their regular rate of pay if quarantined, seeking medical diagnosis or experiencing symptoms of COVID-19.
- Up to 2/3 of their regular rate of pay if subject to quarantine or to care for a minor child whose school or childcare provider is closed or unavailable.
- Up to an additional 10 weeks of paid expanded family and medical leave at 2/3 regular rate of pay if employee had worked for employer for at least 30 days and needs to care for a child whose school or child-care facility is closed or unavailable.
- Employers with less than 50 employees may be exempt; details to come.
- Regular rate of pay is the average over the previous six months or for each week the employee has worked for the employer, including overtime pay.
- Leave is available if telecommuting.
- Leave may be taken intermittently.
- Leave is available to employees whose employers are operating and have work for employees to perform. Paid leave is not available to laid off or furloughed workers.

*Please note: while some small employers may be exempt, these benefits are provided by the new FFCRA, and differ from FMLA benefits, which continue to be available and unpaid.*



More information on FFCRA can be found at The Department of Labor website:  
<https://www.dol.gov/agencies/whd/pandemic/ffcrs-employee-paid-leave>