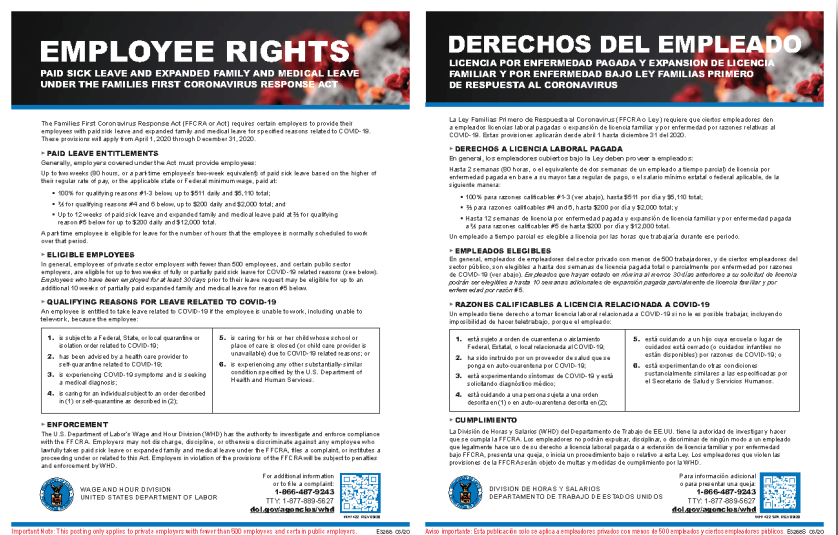


COVID-19 Paid Leave Rights - Federal Poster

E3266 Families First Coronavirus Response Act (FFCRA) Federal Poster

Only

This laminated stand-alone poster makes it easy to comply immediately and can be easily disposed of once the law expires. Offered as a bilingual (English/Spanish) posting to accommodate employers who have Spanish-speaking employees. A separate posting is available for public sector employers.



EMPLOYEE RIGHTS

PAID SICK LEAVE AND EXPANDED FAMILY AND MEDICAL LEAVE UNDER THE FAMILIES FIRST CORONAVIRUS RESPONSE ACT

The Families First Coronavirus Response Act (FFCRA) or Act requires certain employers to provide their employees with paid sick leave and expanded family and medical leave for specified reasons related to COVID-19. These provisions will apply from April 1, 2020 through December 31, 2020.

- PAID LEAVE ENTITLEMENTS**
Up to two weeks (80 hours) or a part-time employee's normal equivalent of paid sick leave based on the higher of their regular rate of pay, or the applicable rate of Federal minimum wage, paid at:
 - 100% for qualifying reasons #1-3 below up to \$511 daily and \$5,110 total;
 - Two-thirds for qualifying reasons #4 and 5 below, up to \$209 daily and \$2,090 total; and
 - Up to 12 weeks of paid sick leave and expanded family and medical leave paid at 2/3 for qualifying reason #6 below for up to \$200 daily and \$12,000 total.
- ELIGIBLE EMPLOYEES**
In general, employees of private sector employers with fewer than 500 employees, and certain public sector employers, are eligible for up to two weeks of fully or partially paid sick leave for COVID-19 related reasons (see below). Employees who have never been employed for at least 30 days prior to their leave request may be eligible for up to an additional 10 weeks of partially paid expanded family and medical leave for reason #6 below.
- QUALIFYING REASONS FOR LEAVE RELATED TO COVID-19**
An employee is entitled to take leave related to COVID-19 if the employee is unable to work, including unable to telework, because the employee:
 - is subject to a Federal, State, or local quarantine or isolation order related to COVID-19;
 - has been advised by a health care provider to self-quarantine related to COVID-19;
 - is experiencing COVID-19 symptoms and is seeking a medical diagnosis;
 - is caring for an individual who is under described in (1) or self-quarantine as described in (2);
 - is caring for his or her child who is under a quarantine or isolation order or under a self-quarantine order related to COVID-19;
 - is experiencing any other substantially similar condition specified by the U.S. Department of Health and Human Services.
- ENFORCEMENT**
The U.S. Department of Labor's Wage and Hour Division (WHD) has the authority to investigate and enforce compliance with the FFCRA. Employers may not discharge, discipline, or otherwise discriminate against any employee who lawfully uses or requests paid sick leave or expanded family and medical leave under the FFCRA, file a complaint, or institute a proceeding under or related to the Act. Employer in violation of the provisions of the FFCRA may be subject to penalties and enforcement by WHD.

For additional information, visit the U.S. Department of Labor's Wage and Hour Division website at www.dol.gov/eis/whd or call 1-866-487-2363. TTY: 1-877-889-5627.

Imported Note: This posting only applies to private employers with fewer than 500 employees and certain public employers. E3266 03/20

DERECHOS DEL EMPLEADO

LICENCIA POR ENFERMEDAD PAGADA Y EXPANSIÓN DE LICENCIA FAMILIAR Y POR ENFERMEDAD BAJO LEY FAMILIAS PRIMERO DE RESPUESTA AL CORONAVIRUS

La Ley Familias Primero de Respuesta al Coronavirus (FFCRA o Ley) requiere que ciertos empleadores den a sus empleados licencia labor al pagarle o equivalente de licencia familiar y por enfermedad por razones relacionadas a COVID-19. Estas disposiciones aplicarán desde el 1 de abril hasta el 31 de diciembre de 2020.

- DERECHOS A LICENCIA LABORAL PAGADA**
En general, los empleadores cubiertos por la Ley deben proveer a un empleado:
 - Hasta 2 semanas (80 horas) o el equivalente de días normales de un empleado a tiempo parcial de licencia por enfermedad al pagarle a un nivel o su mayor tarifa regular de pago, o a un salario mínimo estatal o federal aplicable, de la siguiente manera:
 - 100% para razones calificadas #1-3 (ver abajo), hasta \$511 por día y \$5,110 total;
 - 75 por ciento para razones calificadas #4 and 5, hasta \$209 por día y \$2,090 total; y
 - Hasta 12 semanas de licencia por enfermedad pagada y expansión de licencia familiar y por enfermedad pagada al 2/3 para razones calificadas #6 de hasta \$200 por día y \$12,000 total.
- EMPLEADOS ELIGIBLES**
En general, empleadores de empresas del sector privado con menos de 500 trabajadores, y de ciertos empleadores del sector público, son elegibles a recibir días normales de licencia pagada labor y parcialmente por enfermedad por razones de COVID-19 (ver abajo). Los empleados que nunca trabajaron para un empleador antes de haber sido empleados por al menos 30 días antes de solicitar la licencia pueden ser elegibles por hasta 10 semanas adicionales de licencia pagada parcialmente de licencia labor y por enfermedad por razón #6.
- RAZONES CALIFICABLES A LICENCIA RELACIONADA A COVID-19**
Un empleado tiene derecho a tomar licencia labor al relacionada a COVID-19 si no se puede trabajar, incluyendo imposibilidad de hacer teletrabajo, porque el empleado:
 - está sujeto a un orden de cuarentena o aislamiento Federal, Estatal, o local relacionado a COVID-19;
 - ha sido instruido por un proveedor de salud que se ponga en auto-cuarentena por COVID-19;
 - está experimentando síntomas de COVID-19 y está buscando diagnóstico médico;
 - está cuidando a una persona sujeta a una orden descrita en (1) o en auto-cuarentena descrita en (2);
 - está cuidando a un hijo que se encuentra bajo de custodia está sujeta a un orden de aislamiento relacionado a COVID-19, o
 - está experimentando otra condición sustancialmente similar a las especificadas por el Secretario de Salud y Servicio Humano.
- CUMPLIMIENTO**
La División de Horas y Salarios (DHS) del Departamento de Trabajo de EE.UU. tiene la autoridad de investigar y hacer cumplir la ley FFCRA. Los empleadores no pueden despedir, disciplinar, o discriminar de ningún modo a un empleado que legítimamente hace uso de su derecho a licencia laboral pagada o a extensión de licencia familiar y por enfermedad bajo FFCRA, presentar una queja, o iniciar un procedimiento bajo o relativo a esta Ley. Los empleadores que violan las provisiones de la FFCRA serán sujetos a multas y medidas de cumplimiento por la WHD.

Para información adicional, visite el sitio web de la División de Horas y Salarios del Departamento de Trabajo de EE.UU. en www.dol.gov/eis/whd o llame al 1-866-487-2363. TTY: 1-877-889-5627.

Nota importante: Esta publicación solo se aplica a empleadores privados con menos de 500 empleados y ciertos empleadores públicos. E3266 03/20

Under the Families First Coronavirus Response Act, all private employer with fewer than 500 employees, plus certain public employers, must display a new federal workplace posting. The poster summarizes the new emergency paid leave law, which remains in effect until December 31, 2020, and explains the circumstances under which employees qualify for immediate paid leave due to the COVID-19 emergency.

Order yours today!