

Legislation Requires Two Types of Paid Employee Leave

On March 18, 2020, President Trump signed the [Families First Coronavirus Response Act](#) (the Act) into law. The Act requires employers to provide paid leave for some employees related to the coronavirus (COVID-19) pandemic, among other measures. The Act takes effect no later than 15 days after it is signed by the president.

Paid Sick Leave

Among other measures, the law requires **80 hours of paid sick leave** for government workers and employees of companies with **fewer than 500 employees**. Compensation caps apply.

Leave would be available to workers who:

- Are or may be sick with COVID-19;
- Have to care for a family member with the illness; or
- Have a child whose school or child care facility is closed (or whose child care provider is unavailable) due to the illness.

Paid FMLA Leave

The bill would also require partially **paid** leave under the **Family and Medical Leave Act** when an employee is unable to work or telework due to a school or child care closure related to the coronavirus. This benefit would be available to individuals who have worked for their employer for at least **30 days**.

Benefits under the law expire Dec. 31, 2020.