

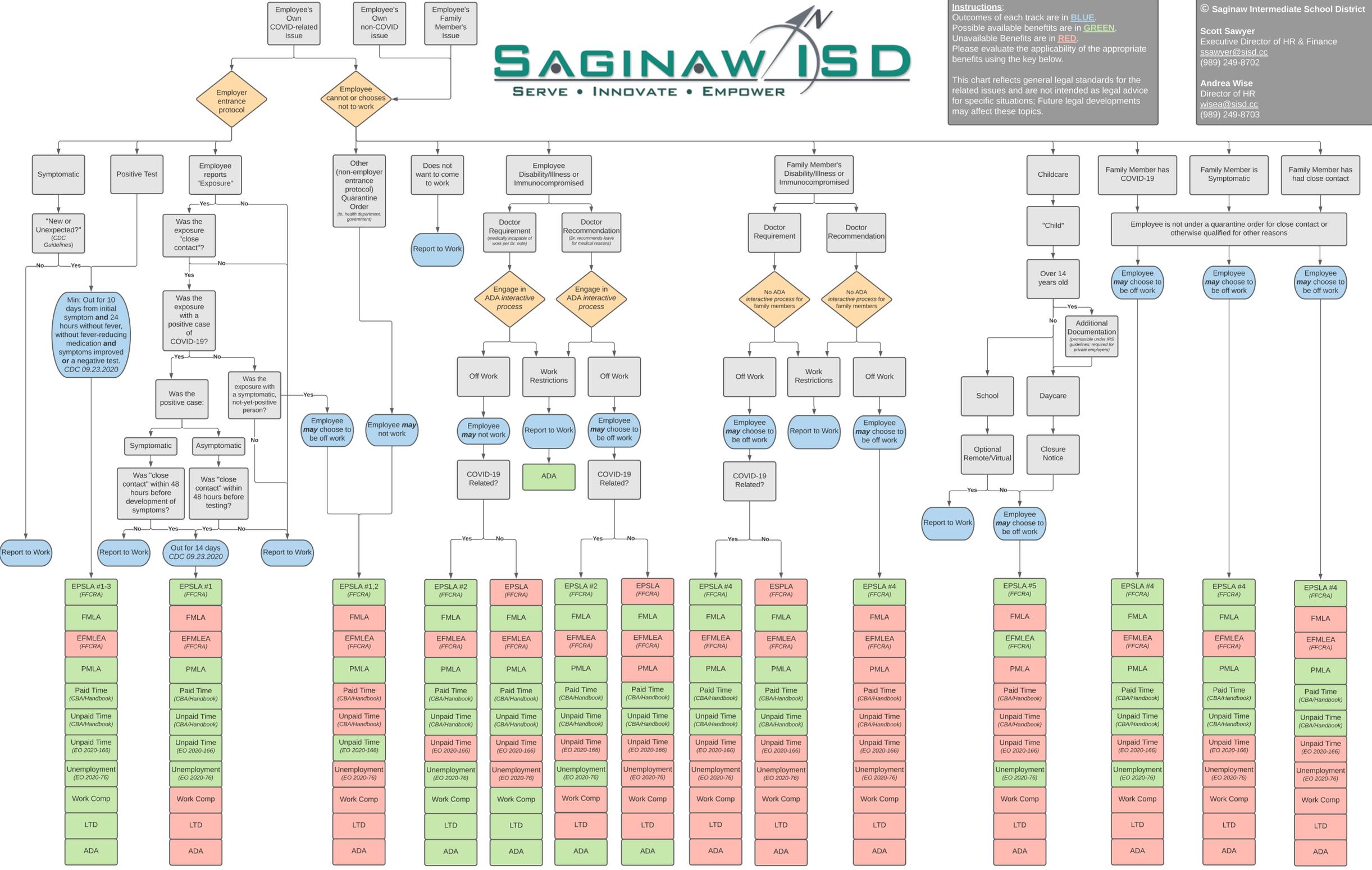
Instructions:
 Outcomes of each track are in **BLUE**.
 Possible available benefits are in **GREEN**.
 Unavailable Benefits are in **RED**.
 Please evaluate the applicability of the appropriate benefits using the key below.

This chart reflects general legal standards for the related issues and are not intended as legal advice for specific situations; Future legal developments may affect these topics.

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EPFLA (FFCRA)	FMLA	EMFLEA (FFCRA)	PMLA	Work Comp	Paid Time (CBA/Handbook)	Unpaid Time (CBA/Handbook)	Unpaid Time (EO 2020-166)	Unemployment (EO 2020-76)	LTD	ADA
Qualification: An employee, no wait time	Qualification: Employed 12 months; worked 1250 hours in last 12 months, 1 leave per 12 month calendar	Qualification: Employed for 30 calendar days; 1 leave per 12 month calendar	Qualification: Non-Exempt under FLSA, other qualifications (see statute)	Qualification: Work Related	Qualification: Check CBA/Handbook	Qualification: Check CBA/Handbook	Qualification: N/A	Qualification: N/A	Qualification: Disability, check insurance policy	Qualification: N/A
Family Member: Individual who genuinely needs your care. Such an individual includes an immediate family member or someone who regularly resides in your home. You may also take paid sick leave to care for someone if your relationship creates an expectation that you would care for the person in a quarantine or self-quarantine situation, and that individual depends on you for care during the quarantine or self-quarantine.	Family Member: Spouse, Parent, Child (under age 18), Child (age 18 and older) incapable of self-care due to disability	Family Member: Child (under 18), Child (age 18 and older) incapable of self-care due to disability; permissible to get additional documentation for child age 14 and older; required for private employers (see IRS guidance)	Family Member: Spouse, Parent, Grandparent, Child, Grandchild	Family Member: N/A	Family Member: Check CBA/Handbook	Family Member: Check CBA/Handbook	Family Member: N/A	Family Member: Individual who genuinely needs your care. Such an individual includes an immediate family member or someone who regularly resides in your home. You may also take paid sick leave to care for someone if your relationship creates an expectation that you would care for the person in a quarantine or self-quarantine situation, and that individual depends on you for care during the quarantine or self-quarantine.	Family Member: N/A	Family Member: N/A - no ADA accommodations for disabilities in the family
Reasons: #1 Unable to work, because the employee: #1 subject to Federal, State, or local quarantine or isolation order related to COVID-19; #2 has been advised by a health care provider to self-quarantine related to COVID-19; #3 is experiencing COVID-19 symptoms and is seeking a medical diagnosis; #4 is caring for an individual described in #1 or #2; #5 is caring for a child whose school or place of care is closed for reasons related to COVID-19; or #6 is experiencing any other substantially-similar condition specified by the Sec of HHS.	Reasons: Own serious health condition; Family Member serious health condition; child birth, child bonding; military	Reasons: Unable to work, because the employee is caring for a child whose school or place of care is closed for reasons related to COVID-19	Reasons: a) Physical or mental illness, injury, or health condition of the employee or his or her family member b) Medical diagnosis, care, or treatment of the employee or family member c) Preventative care of the employee or his or her family member d) Closure of the employee's primary workplace by order of a public official due to a public health emergency e) Care of child whose school or place of care has been closed by order of a public official due to a public health emergency f) Employee or family member's exposure to a communicable disease g) Domestic or Sexual assault	Reasons: (Work related) illness or injury	Reasons: Check CBA/Handbook; <i>Note: Does this include daycare issues? Does this include time off for healthy, but quarantined?</i>	Reasons: Check CBA/Handbook; <i>Note: Does this include daycare issues? Does this include time off for healthy, but quarantined?</i>	Reasons: a) Individuals who test positive for COVID-19 or who display one or more of the principal symptoms of COVID-19; or b) All people who have had close contact with an individual who tests positive for COVID-19 or with an individual who displays one or more of the principal symptoms of COVID-19	Reasons: a) Is under self-isolation or self-quarantine in response to elevated risk from COVID-19 due to being immuno-compromised; b) Has a family care responsibility as a result of a government directive; c) Has displayed at least one of the principal symptoms of COVID-19, which are a fever, atypical cough, and atypical shortness of breath; d) Has had close contact in the last 14 days with someone with a confirmed diagnosis of COVID-19; e) Is required to care for someone with a confirmed diagnosis of COVID-19.	Reasons: Disability, check insurance policy	Reasons: Employee has a disability a) Employer engages in interactive process; b) Determine job functions hindered by disability; c) Evaluate requested and typical accommodations; d) determine if accommodations are reasonable (without undo hardship); and e) the doctor does not dictate the accommodation
Entitlement: #1: 2 weeks, up to 80 hrs, full pay, max \$511/day #2: 2 weeks, up to 80 hrs, full pay, max \$511/day #3: 2 weeks, up to 80 hrs, full pay, max \$511/day #4: 2 weeks, up to 80 hrs, 2/3 pay, max \$200/day #5: 2 weeks, up to 80 hrs, 2/3 pay, max \$200/day #6: 2 weeks, up to 80 hrs, 2/3 pay, max \$200/day	Entitlement: 12 weeks unpaid; continuation of health benefits, return to position	Entitlement: 2 weeks unpaid, 10 weeks paid at 2/3 pay, max \$200/day; employee choice to coordinate with EPFLA #5; employer choice to coordinate with other paid leave time (at 1/3)	Entitlement: Up to 40 hours paid <i>Note: not necessarily above and beyond what is already provided in PTO under the CBA, but must allow at least 40 hours utilization of preexisting paid time for the above reasons</i>	Entitlement: Check CBA, handbook, policy (generally, 80% pay after 7 days)	Entitlement: Check CBA/Handbook	Entitlement: Check CBA/Handbook	Entitlement: No discharging, disciplining, or otherwise retaliating against an employee	Entitlement: State equation plus any federal cooperative agreement amounts	Entitlement: Check insurance policy (generally, 2/3 pay after x days)	Entitlement: Reasonable accommodation <i>May include:</i> a) unpaid leave commensurate with the disabling condition (may be long, ex: up to 6 months) b) remote work (cautious about scalability to other positions/disabilities)
Intermittent: #5 - with employer consent, #1-4, 6 - cannot be taken intermittent	Intermittent: Yes note: instructional positions 20% rule 29 CFR § 825.600-604	Intermittent: With employer consent; note 9/11/2020 DoL guidance on schools on hybrid model not being intermittent in request	Intermittent: Yes	Intermittent: Not really, but situational (i.e., follow-up appointments, PT)	Intermittent: Yes, but check CBA/Handbook	Intermittent: Yes, but check CBA/Handbook	Intermittent: No	Intermittent: Yes	Intermittent: No, but check insurance policy	Intermittent: Yes
Note: #1-4, 6 not concurrent with FMLA, employee may choose Paid Leave (CBA/Handbook) before EPFLA.		Note: Evaluate if employee already used FMLA within rolling 12 month period	Note: e) likely does not apply; under most COVID-19 scenarios, the public health official is not ordering the closure of schools f) may apply to employees and/or family members with immuno-compromise	Note: Communicable disease is not typically covered by Work Comp. Proving "work related" may be difficult. Also, close contact quarantine (while otherwise healthy) likely is not covered (no illness/disability).	Note: Be cautious about creating past practice: Your CBA/Handbook likely does not allow use of paid sick time for: 1) close contact quarantine (while otherwise healthy) or 2) daycare issues.	Note: Be cautious about creating past practice: Your CBA/Handbook likely does not allow use of unpaid time off for: 1) close contact quarantine (while otherwise healthy) or 2) daycare issues.	Principal Symptom: Fever, sore throat, a new uncontrolled cough that causes difficulty breathing, diarrhea, vomiting, abdominal pain, new onset of a severe headache, and new loss of taste or smell	Principal Symptom: Fever, atypical cough, and atypical shortness of breath Note: Only applicable to Unemployment under EO 2020-76		Note: Exercise caution in approving remote work as a reasonable accommodation. It may create precedent for future reasonable accommodation requests.