

If this happens	Employee can do this	Employer must do this	Why
"School is closed because of COVID-19 and I need to stay home with my child."	If you can't telecommute, you can stay home for up to 12 weeks.	First 10 days are unpaid. After that, you must pay employees $\frac{2}{3}$ of their pay (up to \$200 per day; \$10,000 total).	Emergency FMLA Expansion Act added a new qualifying reason for school closures.*
		Apply paid sick leave for the first 80 hours (up to \$200 per day; \$10,000 total),	Emergency Paid Sick Leave Act — as applied to condition of others.*
"I used part of my FMLA leave earlier this year for other reasons, and now I need to stay home with my child because of school closure."	If you can't telecommute, you can stay home for what is left of your 12 weeks.	As above, but limited to what is left of the 12 weeks.	As above.
"I have cancer and I'm about to go on three months' leave due to chemotherapy."	If you and your employer qualify under the old FMLA rules, you can take normal FMLA leave.	Provide unpaid leave under traditional FMLA rules and protect the job for when the employee returns.	Doesn't fall into the new qualifying reason of the Emergency FMLA Expansion Act.
"My elderly mother is quarantined because of COVID-19 and I need to help her."	Claim up to 80 hours of paid sick leave for time you cannot work or telework.	Provide $\frac{2}{3}$ of their pay for entire period (up to \$200 per day; \$2,000 total).	Emergency Paid Sick Leave Act — as applied to condition of others.
"My elderly neighbor is quarantined because of COVID-19 and I need to help her."	Claim up to 80 hours of paid sick leave for time you cannot work or telework.	Provide $\frac{2}{3}$ of their pay for entire period (up to \$200 per day; \$2,000 total).	Emergency Paid Sick Leave Act — as applied to condition of others (doesn't require a family relationship).
"I have to be quarantined because of COVID-19 symptoms."	Claim up to 80 hours of paid sick leave for time you cannot work or telework.	Provide regular pay for entire period (up to \$511 per day; \$5,110 total).	Emergency Paid Sick Leave Act — as applied to the condition of the employee.
"I may have come in contact with the COVID-19 virus and am told by my doctor to self-quarantine."	Claim up to 80 hours of paid sick leave for time you cannot work or telework.	As long as employee can telework, you don't need to provide paid sick leave. Instead, you will provide regular wage. If employee cannot work or telework, provide regular pay for entire period (up to \$511 per day; \$5,110 total).	Emergency Paid Sick Leave Act — as applied to the condition of the employee.

In any of the above cases, if your state provides more protections ...	... receive federal and state protections.	... meet federal and state requirements.	The more stringent/ protective requirements apply.
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\* An exception might be made for those with fewer than 50 employees, under regulations yet to come.

Source: Raphael Moore, general counsel, Veterinary Information Network: "Families First Coronavirus Response Act explained," published March 24, 2020.