## FFCRA MATRIX

<table>
<thead>
<tr>
<th>Reason</th>
<th>Details/Conditions</th>
<th>Duration</th>
<th>Pay Entitlement</th>
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</table>
| Ordered Quarantine or Self-Quarantine | Pursuant to government order or advice of a health care provider. | Two weeks (up to 80 hours)* | • Employees eligible from first date of employment to paid sick time at regular rate of pay for normally-scheduled hours  
• Prorated for part-time employees  
• Capped at $511/day and $5,110 total |
| COVID-19 Symptoms | Experiencing COVID-19 symptoms and seeking medical diagnosis. | Two weeks (up to 80 hours)* | • Employees eligible from first date of employment to paid sick time at regular rate of pay for normally-scheduled hours  
• Prorated for part-time employees  
• Capped at $511/day and $5,110 total |
| Care for Quarantined Individual | Pursuant to federal, state, or local government order or advice of a health care provider. | Two weeks (up to 80 hours)* | • Employees eligible from first date of employment to paid sick time at 2/3 regular rate of pay for normally-scheduled hours  
• Prorated for part-time employees  
• Capped at $200/day and $2,000 total |
| School Closure/Unavailable Child Care | Care for a child whose school or child care provider is closed or unavailable for reasons related to COVID-19. | Employees eligible only if they have been employed for at least 30 calendar days  
Up to 10 weeks after 10 days unpaid (employee may elect to be paid by substituting accrued paid leave, including FFCRA Emergency Paid Sick Leave for first 2 weeks | • At least 2/3 regular rate of pay for normally-scheduled hours  
• Prorated for part-time employees  
• Capped at $200/day and $12,000 total |
| Substantially-similar Condition | Any other substantially similar condition specified by HHS Secretary | Two weeks (up to 80 hours)* | • Employees eligible from first date of employment to paid sick time at 2/3 regular rate of pay for normally-scheduled hours  
• Prorated for part-time employees  
• Capped at $200/day and $2,000 total |

* Note: Up to 75 hours if 37.5 hours per week employee