



Hylant Employee Benefits

COVID-19 SCENARIOS AND BENEFITS AVAILABLE

SCENARIO	FAMILY AND MEDICAL LEAVE ACT	FAMILIES FIRST CORONAVIRUS RESPONSE ACT*: Emergency Family And Medical Leave Expansion	FAMILIES FIRST CORONAVIRUS RESPONSE ACT*: Emergency Paid Sick Leave
Employee is mildly ill with COVID-19 Symptoms	Yes, if illness meets the FMLA definition of "serious health condition." Employee must work for covered employer and meet eligibility requirements	No	Yes, if seeking a medical diagnosis or advised by a health care provider to self-quarantine (up to 80 hours of paid sick time for full-time employees)
Employee is severely ill with COVID-19	Yes, if illness meets the FMLA definition of "serious health condition." Employee must work for covered employer and meet eligibility requirements	No	Yes, if seeking a medical diagnosis or advised by a health care provider to self-quarantine (up to 80 hours of paid sick time for full-time employees)
Employee was exposed to COVID-19 and quarantined. The business remains open	No	No	Yes, if subject to a government quarantine or isolation order, or advised by a health care provider to self-quarantine (up to 80 hours of paid sick time for full-time employees)
Employee is caring for a sick family member	Yes, if the illness meets the FMLA definition of "serious health condition," the family member meets the FMLA definition and the employee is working for covered employer and meets the eligibility requirements	No	Yes, if the family member is subject to a government quarantine or isolation order, or advised by a health care provider to self-quarantine (up to 80 hours of paid sick time for full-time employees)
Schools or day cares are closed or unavailable due to COVID-19, and the employee can't work because of the need to care for a child	No	Yes, for up to 12 weeks, if no other suitable person is available to care for the child. The first 10 days of leave can be unpaid	Yes, if no other suitable person is available to care for the child (up to 80 hours of paid sick time for full-time employees)
Employee is immunocompromised and advised to self-quarantine	Maybe, if the employee has a serious health condition under the FMLA	No	Yes (up to 80 hours of paid sick time for full-time employees)
Employer must shut down due to a quarantine by a public official	No	No	No
Employer shuts down due to a business slowdown or lack of demand	No	No	No
Employer reduces available hours due to a business slowdown or lack of demand	No	No	No

* The paid sick leave and expanded family and medical leave provisions of the FFCRA apply to certain public employers and to private employers with fewer than 500 employees.

The information in this table is for informational purposes only and should not be construed as legal advice. It is meant to give a general picture of benefits available in certain COVID-19 work-related situations. Please note that this is not an exhaustive list of benefits. Depending on state and local laws, employees may be entitled in certain circumstances to employer-provided benefits for paid sick leave, temporary disability, workers' compensation and more. Employers should consult with legal counsel for legal advice. © 2020 Zywave, Inc. All rights reserved.