



For Veterinarians By Veterinarians®

If This Happens	Employee Can Do This	Employer Must Do This	Why
School is closed because of COVID 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, but after that, you need to pay employees 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 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 3 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, and I need to help her	Claim up to 80 hours of paid sick leave for time you cannot work or telework	Pay 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, and I need to help her	Claim up to 80 hours of paid sick leave for time you cannot work or telework	Pay 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 symptoms	Claim up to 80 hours of paid sick leave for time you cannot work or telework	Pay 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 COVID 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, and instead you will provide regular wage. If employee cannot work or telework, pay 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
Any of the above, and your state provides more protections	Get Federal and State protections	Meet Federal and State requirements	The more stringent/protective, requirements apply