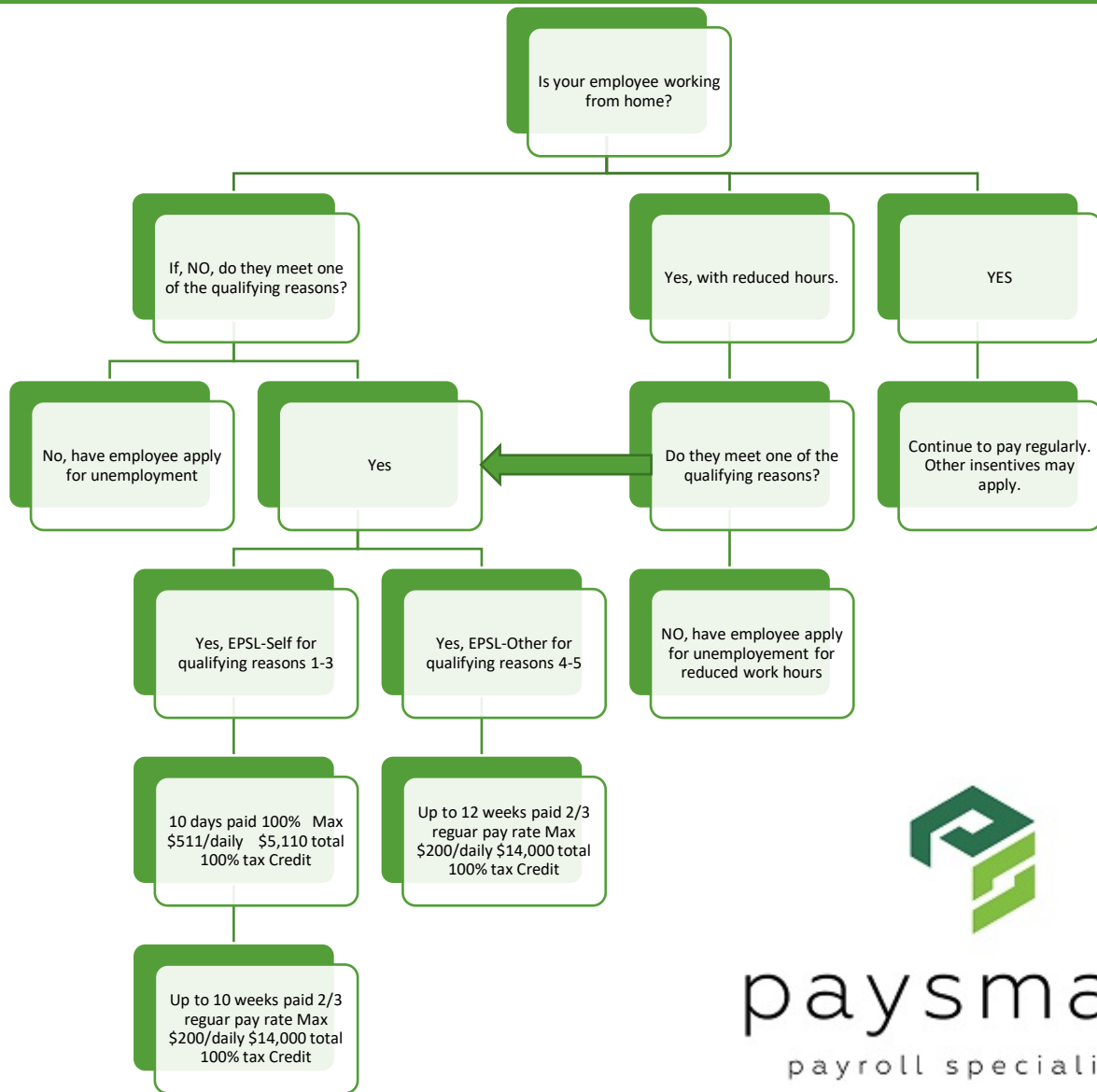


EPSL-Self	EPSL-Other & EFMLA
1. Subject to Federal, State or local quarantine or isolation order related to COVID-19 (this is NOT shelter in place or required closures)	4. Caring for an individual subject to an order described in 1 or self-quarantined as described in 2
2. Been advised by health care provider to self-quarantine related to COVID-19	5. Caring for a child whose school or place of care is closed due to COVID-19 related reasons
3. Experiencing COVID-19 symptoms and seeking a medical diagnosis	6. Experiencing any other substantially-similar condition specified by the U.S. Department of Health and Human Services



paysmart
payroll specialists

Additional Facts:

- Effective for leave starting April 1, 2020 until December 31, 2020. Cannot be retroactive or carried forward.
- Required for employers with 50-500 employees
- Less than 50 employees may qualify for exemption from DOL if there is a going concern for business viability.
- EPSL applies to employees employed for at least 30 days
- Full time is a maximum of 80 hours, Part-time employees are based on the average of the last 6 months of pay
- EPSL-Self days must be consecutive, EPSL-Other & EFMLA may be spread out until December 31, 2020 while qualifying reason still applies.