Traditional FMLA vs. Expanded FMLA

**Covered Employees**
- 50 or more employees, agencies, schools
- Under 500 employees (with a few exceptions)

**Pay**
- Unpaid: First 10 days of leave may be unpaid; remainder of leave is paid at 2/3 regular rate of pay (with limits)
- Employed for at least 30 calendar days

**Eligibility**
- Employed for 12 months & worked 1250 hours in last year
- Up to 12 weeks of FMLA with job protection
- Can be used for employee’s own ‘self-care’ or care for child, spouse, parent with ‘serious health condition’

**Duration**
- Up to 12 weeks of FMLA with job protection
- ONLY available if unable to work or ‘telework’ to care for daughter or son if school or childcare provider closed due to COVID-19

**Use**
- Up to 12 weeks of FMLA with job protection
- Can be used for employee’s own ‘self-care’ or care for child, spouse, parent with ‘serious health condition’

**Traditional FMLA Still Applies to Many Employers**

**Emergency FMLA | H.R. 6201**