The Families First Coronavirus Response Act (FFCRA) passed by Congress on March 18, 2020, includes expansions to paid sick time and emergency paid leave at the federal level for workers impacted by the coronavirus (COVID-19). The Coronavirus Aid, Relief, and Economic Security Act (CARES) Act passed by Congress on March 27, 2020 includes expansions of unemployment insurance to those laid off and other unemployed workers. Please note that this is not a legal document and workers and advocates should refer to USDOL for the newest regulations as they emerge.

### Rights FAQsFederal LawState & City Laws

#### Documents You Can Use
- Blueprint for COVID-19 – Know Your rights: [English](#)
- [Coronavirus Federal Legislation](#) that Aids Workers: [English](#) | [En español](#)


### Paid Sick Time: Families First Coronavirus Response Act

**Who is covered**
- Private sector workers in companies with fewer than 500 employees
- All government workers
- Self-employed
- Employers under 50 can ask for exemption from family care (caring for child out of school)

**Who is not covered**
- Businesses of 500 or more
- Health/ emergency response employers may opt out

**Uses**
- Isolation/quarantine ordered by government or health provider without ability to telework
How much leave/how long

- 80 hours for full time workers, prorated for part-time (avg hrs worked per 2 weeks)

Rate of pay

- Self care: Full wage up to $511 day/ $511 total
- Caring for household member or child out of school/ child care: ⅔ wage up to $200 day/ $2000 total

Protections

- Antidiscrimination and anti-retaliation

Payment Mechanism

- Workers are paid by their employer

Emergency Paid Leave: Families First Coronavirus Response Act

Who is covered

- Private sector workers in companies with fewer than 500 employees
- All government workers except federal
- Self-employed
- Employers under 50 can ask for exemption from family care (caring for child out of school)

Who is not covered

- Businesses of 500 or more
- Most federal workers
- Health/ emergency response employers may opt out

Uses

- Child's school or daycare closed due to the pandemic

How much leave/how long

- Up to 12 weeks

Rate of pay

- First 10 days may be unpaid; these days can be combined with other leave
- After 10 days, employer must pay worker ⅔ of wages, up to $200/day or $10,000 total

Protections

- Workers are paid by their employer

Unemployment Insurance for Laid-off Worker: Pandemic Unemployment Compensation (PUC)

Who is covered

- Workers receiving unemployment insurance currently and as a result of COVID-19 layoffs
- Including workers getting Pandemic Emergency Unemployment Compensation (PEUC), Extended Benefits, Pandemic Unemployment Assistance (PUA), or Short Term Compensation
- Workers with reduced hours because of COVID-19

Who is not covered

- Workers who are not receiving regular unemployment insurance or Pandemic Emergency Unemployment Compensation (PEUC), Extended Benefits, Pandemic Unemployment Assistance (PUA), or Short Term Compensation
- Undocumented workers

Uses

- To supplement state unemployment benefits both through the regular Unemployment Insurance Fund and Pandemic Emergency Unemployment Compensation (PEUC), Extended Benefits, Pandemic Unemployment Assistance (PUA), and Short Term Compensation
Rate of pay

- $600/week through July 31, 2020 on top of usual unemployment benefit

Payment Mechanism

- Through the state's unemployment insurance office

Unemployment Benefits for Workers: Pandemic Emergency Unemployment Compensation (PEUC)

Who is covered?

- Workers who exhausted regular UI and who are actively seeking work
- States are required to provide flexibility around seeking work due to COVID-19

Who is not covered

- Workers who have not exhausted regular UI benefits
- Undocumented workers

Uses

- To continue state unemployment benefits

Time available

- 13 additional weeks beyond each state's regular length for unemployment

Rate of pay

- State unemployment benefit levels

Payment Mechanism

- Through the state's unemployment insurance office

Unemployment Benefits for Workers: Pandemic Unemployment Assistance (PUA)

Who is covered

- Workers who exhausted regular/extended UI
- Self-employed, contractors
- Workers seeking part-time work or who have partial wage loss not otherwise covered by state UI
- Workers with work history too short for regular qualify for UI
- Workers with COVID-19 or caring for someone with COVID-19

Who is not covered

- Undocumented workers
- Workers receiving other unemployment benefits
- Workers who can telework with pay
- Workers currently receiving paid sick days or paid leave

Uses

- To support workers not normally eligible for state unemployment insurance

Time Available

- Up to 39 weeks, retroactive to January 29, 2020 and up to December 31, 2020

Rate of pay

- A minimum benefit that is equal to one-half the state's average weekly UI benefit (about $190 per week)

Payment Mechanism