

4 CODES FOR FAMILIES FIRST CORONAVIRUS RESPONSE ACT (Effective 4/1/2020)

Please note these are for wages related to hours worked 4/1/2020 through 12/31/2020

<https://www.dol.gov/agencies/whd/pandemic/ffcra-employer-paid-leave>

EMERGENCY PAID SICK LEAVE

CRASick and CRACare

Earning Code	Earning Type	Benefit/Limits
CRASick	CRA Sick Leave	Employees taking leave will be paid at their regular rate up to \$511 per day and a maximum of \$5,110 (for 80 hours)

Description of Benefit: Two weeks (up to 80 hours) of **paid sick leave** at the employee's regular rate of pay when the employee is unable to work because they are **(1)** infected with the virus, **(2)** quarantined because of Federal, State or local government order or advice of a health care provider), or **(3)** experiencing COVID-19 symptoms and seeking a medical diagnosis

Reasons for Leave: An employee qualifies for this benefit if the employee is unable to work (or telework) because the employee (1) is subject to a Federal, State or local quarantine or isolation order related to COVID-19; (2) has been advised by a health care provider to self-quarantine related to COVID-19; or (3) is experiencing COVID-19 symptoms and is seeking a medical diagnosis.

Earning Code	Earning Type	Benefit/Limits
CRACare	CRA Dep Care	Employees taking leave will be paid at 2/3 their regular rate of pay or 2/3 the applicable minimum wage, whichever is higher, up to \$200 per day and a maximum of \$2,000 (for 80 hours)

Description of Benefit: Two weeks (up to 80 hours) of **paid sick leave** at two-thirds the employee's regular rate of pay because the employee is unable to work because of **(1)** the need to care for an individual subject to quarantine or **(2)** care for a child (under 18 years of age) whose school or child care provider is closed or unavailable for reasons related to COVID-19.

Reasons for Leave: An employee qualifies for this benefit if the employee is unable to work (or telework) because the employee **(1)** is caring for an individual diagnosed/quarantined with COVID-19 symptoms or **(2)** is caring for a child whose school or childcare provider is closed or unavailable due to COVID-19

EMERGENCY PAID FAMILY AND MEDICAL LEAVE

Earning Code	Earning Type	Limits
CRACHldLve	CRA Child Leave	After first two weeks of CRACare: Employees taking leave will be paid at 2/3 their regular rate of pay or 2/3 the applicable minimum wage, whichever is higher, up to \$200 per day and \$10,000 maximum (10 weeks of paid expanded family and medical leave)

Description of Benefit: Up to 10 weeks of leave paid childcare leave at 2/3 the employee's regular rate of pay. First two weeks of this benefit is paid by the **CRACare** benefit above.

Reason for Leave: An employee qualifies for paid sick time if they are unable to work (**or telework**) because the employee is caring for a child whose school or place of care is closed (or childcare provider is unavailable) for reasons related to COVID-19

INSURANCE

Earning Code	Earning Type	Limits
CRAInsur	Memo CRA Ins Cr	This is to record some insurance-related expenses that are also eligible for the tax credit.

