



Get to know the COVID-19 Leave Codes

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The Families First Coronavirus Response Act (FFCRA) requires certain employers to provide their employees with paid sick leave and expanded family and medical leave for specified reasons related to COVID-19. These provisions will apply from April 1, 2020 through December 31, 2020.

Please review the link below to identify how these codes may apply to your company.

Employers with 50 or fewer Employees or Employers with 50 but less than 500 employees

PayData Code Names:

EC2 - COVID SICK*

Eligibility: Employees unable to work due to quarantine &/or experiencing COVID-19 symptoms & seeking diagnosis.

Compensation: Up to 80 hours of paid sick time at employee's regular rate of pay.

Limits: \$511 per day & \$5110 in a 2-week period.

EC3 - COVID SICK 2/3*

Eligibility: Employees unable to work due to a bona fide need to care for a quarantined individual or to care for a child under 18 whose school or childcare is closed due to COVID-19.

Compensation: Up to 80 hours of paid sick time at 2/3 the employee's regular rate of pay.

Limits: Up to \$200 per day & \$2000 over a 2-week period.

EC4 - COVID FMLA 2/3*

Eligibility: Employees who have been employed for at least 30 days, unable to work due to a bona fide need for leave to care for a child whose school or childcare is closed due to COVID-19.

Compensation: Up to an additional 10 weeks of paid family leave at 2/3 the employee's regular rate of pay.

Limits: Up to \$200 per day & \$10,000 over a 10-week period (In addition to the 80 hours of COVID Sick or COVID SICK 2/3 leave allowed).

EC5 - COVID SICK-No Credit (Optional)

Eligibility: Employees whose Employers wish to pay the remaining 1/3 of the employee's regular rate of pay.

Compensation: The remaining 1/3 of the employees' pay that is not covered by any of the above codes.

Limits: None.

* Please note that these codes may apply to **Tax Credits:** Covered employers qualify for dollar-for-dollar reimbursement through tax credits for all qualifying wages paid under the FFCRA. Qualifying wages are those paid to an employee who takes leave under the Act for a qualifying reason, up to the appropriate per diem and aggregate payment caps. Applicable tax credits also extend to amounts paid or incurred to maintain health insurance coverage.

For more information, please see the [Department of the Treasury's website](#).

To add these codes and apply the tax credits to your PayData Account: [CLICK HERE](#).

How to use and pay my employees using these codes: [CLICK HERE](#)