



UXBRIDGE PUBLIC SCHOOLS

EQUITY · RESPECT · RESPONSIBILITY · COLLABORATION

FFCRA

AT-A-GLANCE: EPSLA & EFMLEA

	EPSLA	EFMLEA
Amount of Pay	Reasons 1-3: Regular rate of pay up to a cap of \$511/day and \$5110/aggregate Reasons 4-6: two-thirds regular rate of pay up to a cap of \$200/day and \$2000/aggregate	First 2 weeks unpaid (but can use available EPSL) 10 weeks: two-thirds regular rate of pay up to a cap of \$200/day and \$10,000/aggregate
Intermittent	None, absent employer/employee agreement, subject to: Never intermittent leave for reasons 1-4, and reason 6 if employee reports to worksite If agreement, intermittent leave only for reason 5 if employee reports to worksite, or if employee is teleworking	None, absent employer/employee agreement
Sequencing	Employer cannot require use of employer-provided paid leave before EPSL, but employee can choose to use such leave first	Employer can require, or employee can elect, to use available paid leave concurrently with EFML
Health Insurance	Coverage under group health plan maintained	Coverage under group health plan maintained