

# Is Your Business **EXEMPT** From Either: **EMERGENCY PAID SICK LEAVE** or **EMERGENCY PAID FAMILY AND MEDICAL LEAVE** Under the Families First Coronavirus Response Act?

Begin Here:

Does your business employ fewer than (50) employees?

NO

YES



Is paid leave requested due to impact of COVID-19 on:

- school closure;
- daycare closure; or
- unavailability of daycare provider

NO



Exemption  
Not  
Available



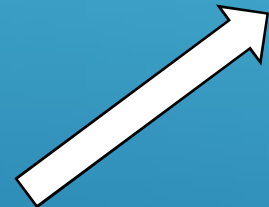
YES



Has an authorized officer of the business determined that:

- paid leave would result in expenses and financial obligations exceeding revenues such that operations would cease even at minimal capacity;
- absence of employee(s) requesting paid leave would create substantial risk to financial health or operational capabilities because of specialized skills, knowledge, or responsibilities; or
- absence of employee(s) requesting paid leave would lead to an insufficient number of workers who are able, willing, qualified, and available to perform labor or services that are necessary to operate at minimal capacity

NO



YES



Exemption  
Available