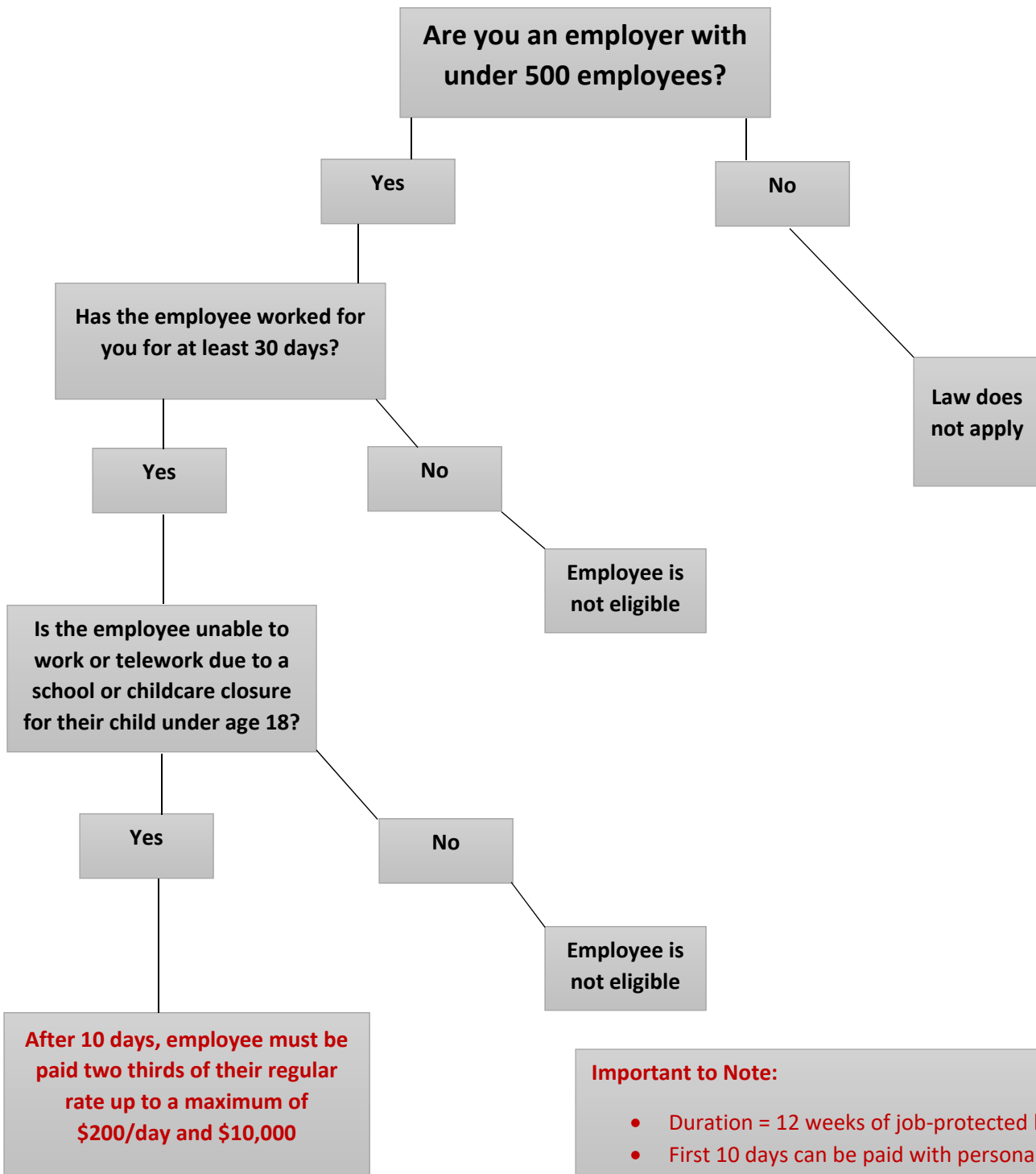


**Emergency Family and Medical Leave Act (FMLA) Expansion  
COVID-19 Flow Chart  
Effective April 1, 2020 through December 31, 2020**



**Important to Note:**

- Duration = 12 weeks of job-protected leave
- First 10 days can be paid with personal time or sick time