Are you an employer with fewer than 500 employees?

Yes

Has the employee been employed for at least 30 calendar days?

Yes

Is the employee unable to telework (work from home)?

Yes

Does the employee have a child under the age of 18 (or disabled child over the age of 18)?

Yes

Is the child's school planning on starting the school year by having only in-person classes?

Yes

Despite the school's plan, is the employee choosing to keep their child home full time?

Yes

FFCRA will be available, on an intermittent basis, for the days where the child is unable to go to school. This will not cover the days where the school is open for in-person attendance and the parent chooses to keep their child home.

No

Is the child's school planning on starting the school year by using a hybrid approach where children will be attending in-person on some days and virtual on others?

Yes

Despite the school's plan, is the employee choosing to keep their child home full time?

Yes

FFCRA will be available for the days where the child is unable to go to school assuming there is no other caregiver option available.

No

Is the child's school planning on starting the school year by going fully virtual?

Yes

FFCRA will be available for the days where the child is unable to go to school assuming there is no other caregiver option available.