

## US Department of Labor FAQs - [Link](#)

Updated: March 28, 2020

### Question 56.

**Who is a “health care provider” who may be excluded by their employer from paid sick leave and/or expanded family and medical leave?**

For the purposes of employees who may be exempted from paid sick leave or expanded family and medical leave by their employer under the FFCRA, a health care provider is anyone employed at:

- any doctor’s office,
  - hospital,
  - health care center,
  - clinic,
  - post-secondary educational institution offering health care instruction,
  - medical school,
  - local health department or agency,
  - nursing facility,
  - retirement facility,
  - nursing home,
  - home health care provider,
  - any facility that performs laboratory or medical testing,
  - pharmacy,
  - or any similar institution, employer, or entity.
- This includes any permanent or temporary institution, facility, location, or site where medical services are provided that are similar to such institutions.
  - This definition includes any individual employed by an entity that contracts with any of the above institutions, employers, or entities institutions to provide services or to maintain the operation of the facility.
  - This also includes anyone employed by any entity that provides medical services, produces medical products, or is otherwise involved in the making of COVID-19 related medical equipment, tests, drugs, vaccines, diagnostic vehicles, or treatments.
  - This also includes any individual that the highest official of a state or territory, including the District of Columbia, determines is a health care provider necessary for that state’s or territory’s or the District of Columbia’s response to COVID-19.

To minimize the spread of the virus associated with COVID-19, the Department encourages employers to be judicious when using this definition to exempt health care providers from the provisions of the FFCRA.

## US Department of Labor FAQs - [Link](#)

Updated: March 28, 2020

### Question 57.

#### Who is an emergency responder?

For the purposes of employees who may be excluded from paid sick leave or expanded family and medical leave by their employer under the FFCRA, an emergency responder is an employee who is necessary for the provision of:

- transport,
  - care,
  - health care,
  - comfort, and
  - nutrition of such patients, or
  - whose services are otherwise needed to limit the spread of COVID-19.
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- This includes but **is not limited to**:
    - military or national guard,
    - law enforcement officers,
    - correctional institution personnel,
    - fire fighters,
    - emergency medical services personnel,
    - physicians,
    - nurses,
    - public health personnel,
    - emergency medical technicians,
    - paramedics,
    - emergency management personnel,
    - 911 operators,
    - public works personnel, and
    - persons with skills or training in operating specialized equipment or other skills needed to provide aid in a declared emergency; as well as
    - individuals who work for such facilities employing these individuals and whose work is necessary to maintain the operation of the facility.
  
  - This also includes any individual that the highest official of a state or territory, including the District of Columbia, determines is an emergency responder necessary for that state's or territory's or the District of Columbia's response to COVID-19.

To minimize the spread of the virus associated with COVID-19, the Department encourages employers to be judicious when using this definition to exempt emergency responders from the provisions of the FFCRA.