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Families First Coronavirus Response Act Effective April 1

As most of you are aware, the Families First Coronavirus Response Act (FFCRA) was recently signed into law and the FFCRA paid leave provisions are effective from April 1, 2020 to December 31, 2020. The FFCRA requires covered employers with under 500 employees to offer two weeks of paid sick leave to qualifying current employees under quarantine, experiencing COVID-19 symptoms and seeking treatment, caring for an individual experiencing symptoms or under quarantine, or caring for a child (under 18) whose childcare provider or school is closed due to COVID-19. The FFCRA also provides an additional 12 weeks of expanded family and medical leave, 10 weeks of which are paid, to employees unable to work because they are caring for a child whose school or childcare provider is closed due to COVID-19. The amounts paid to employees using FFCRA leave is eligible for full reimbursement through tax credits.

We want to remind companies that the FFCRA requires covered employers to post notice of the new leave options to current employees by April 1, 2020. The U.S. Department of Labor (DOL) published the Notice [here](#). Every covered employer must post this Notice in a conspicuous place on its premises. In addition to a physical post, an employer may satisfy this requirement by emailing or direct mailing the notice to employees, or posting the notice on an employee information website if their physical location(s) are closed or employees work off-site. The DOL also published an [FAQ](#) regarding Notice posting requirements.

The DOL also published additional “[Questions and Answers](#)” to address some of the biggest questions employers have about the FFCRA. The DOL is periodically updating this page to provide further guidance. For small businesses, the DOL recently updated its guidance to the requirements for businesses with fewer than 50 employees to qualify for an exemption of certain leave provisions under the FFCRA.

This is not an exhaustive summary of the FFCRA requirements and the DOL is issuing new guidance frequently. We recommend speaking with our attorneys in the Labor & Employment practice if you have any questions about the FFCRA, or other Coronavirus-related questions for your workforce. Raines Feldman attorneys can also provide assistance with CARES Act loans, lease terms, and other issues stemming from this public health emergency.

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