



The Families First Coronavirus Response Act: What You Need to Know



PRESENTED BY



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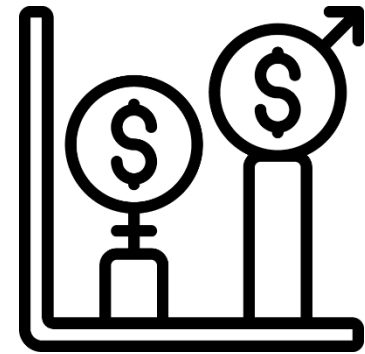
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What Is the FFCRA?

What: The Families First Coronavirus Response Act (FFCRA) is a Federal Act officially signed into law by President Trump on March 18, 2020 to implement emergency paid sick leave and provide for FMLA leave under certain circumstances relating to COVID-19.



When Does it Start? **April 1, 2020**

When Does it Stop? **December 31, 2020**



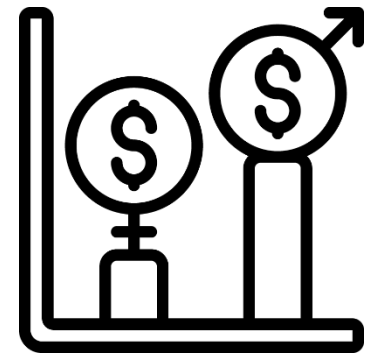
What Do I Need to Do to Prepare?

- **Learn** the FFCRA
- **Post** the FFCRA Poster
- **Work** with your Employees



What Employers are Covered?

What Employers Are Covered: All private employers with fewer than 500 employees in the United States



What
Employees
Does This
Apply To?

**ALL EMPLOYEES WHO ARE UNABLE TO
WORK FOR COVID-19 RELATED REASONS**

Duration of Leave - All Employees

All Employees Are Eligible For:

- Up to two weeks of paid sick leave based on the higher of their regular rate of pay, or the applicable state or Federal minimum wage, for COVID-19 related reasons

Duration of Leave – Employees Employed for At Least 30 Days Prior to Leave Request

Employees Who Have Been Employed For At Least 30 Days Prior to Their Leave Request May Be Eligible For:

- Up to an additional 10 weeks of partially paid expanded family and medical leave for childcare related reasons due to COVID-19

What Are COVID-19 Related Reasons?

COVID-19 Related Reasons Include:

1. Is subject to a Federal, State, or local quarantine or isolation order related to COVID-19
2. Has been advised by a health care provider to self-quarantine related to COVID-19
3. Is experiencing COVID-19 symptoms and is seeking a medical diagnosis

What Are COVID-19 Related Reasons?

COVID-19 Related Reasons Include:

4. Is caring for an individual subject to a governmental quarantine or isolation order or who is in self-quarantine
5. Is caring for his or her child whose school or place of care is closed (or childcare provider is unavailable) due to COVID-19 related reasons
6. Is experiencing any other substantially-similar condition specified by the U.S. Department of Health and Human Services

Calculation
of Pay:
COVID-19
Related
Reasons #1-3

Employee gets 100% of regular rate of pay, up to \$511 daily and \$5,110 total if:

1. Is subject to a Federal, State, or local quarantine or isolation order
2. Has been advised by a health care provider to self-quarantine
3. Is experiencing COVID-19 symptoms and is seeking a medical diagnosis

Calculation of Pay: COVID-19 Related Reasons #4 & 6

Employee gets 2/3 of regular rate of pay, up to \$200 daily and \$2,000 total if:

4. Is caring for an individual subject to a governmental quarantine or isolation order or who is in self-quarantine
6. Is experiencing any other substantially-similar condition specified by the U.S. Department of Health and Human Services

Calculation
of Pay:
COVID-19
Related
Reason #5

Employee gets up to 12 weeks of paid sick leave and expanded family and medical leave paid at 2/3 of regular rate of pay up to \$200 daily and \$12,000 total if:

5. Is caring for his or her child whose school or place of care is closed (or childcare provider is unavailable)

Notice by Employees

An employee should provide notice of leave to the employer as is practicable, if leave is foreseeable

Other Important Points Under the FFCRA

- Employers will qualify for dollar-for-dollar reimbursement through tax credits for all qualifying wages paid under the FFCRA
- Paid sick time provided does not carryover from one year to the next
- Employees are not entitled to reimbursement for unused leave under the FFCRA

Post the
FFCRA
Poster

POST THE FFCRA POSTER IN A CONSPICUOUS PLACE ON YOUR PREMISES

FFCRA Poster:

https://www.dol.gov/sites/dolgov/files/WHD/posters/FFCRA_Poster_WH1422_Non-Federal.pdf

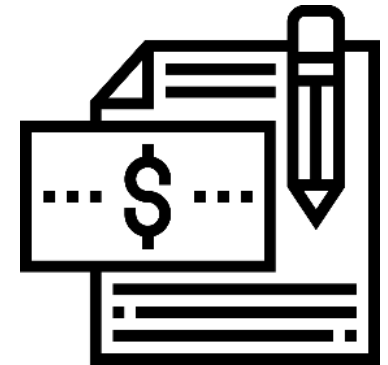
Warning

**DO NOT DISCRIMINATE OR OTHERWISE
RETALIATE AGAINST ANY EMPLOYEE WHO
TAKES PAID SICK LEAVE UNDER THE FFCRA**

Risks of Not Complying

An Employer Could Be:

- Investigated by the U.S. Department of Labor
- Penalized With Fines
- Forced to Defend Lawsuits



Take Aways

- ✓ *Learn the Requirements Under the FFRCA*
- ✓ *Consider What is Best for Your Workforce*
- ✓ *Post the FFCRA Poster*

Resources

DOL Fact Sheet re Employer Paid Leave Requirements:

<https://www.dol.gov/agencies/whd/pandemic/ffcra-employer-paid-leave>

DOL FAQ:

https://www.dol.gov/agencies/whd/pandemic/ffcra-questions#_ftn1

FFCRA Poster:

https://www.dol.gov/sites/dolgov/files/WHD/posters/FFCRA_Poster_WH1422_Non-Federal.pdf

Questions?

