

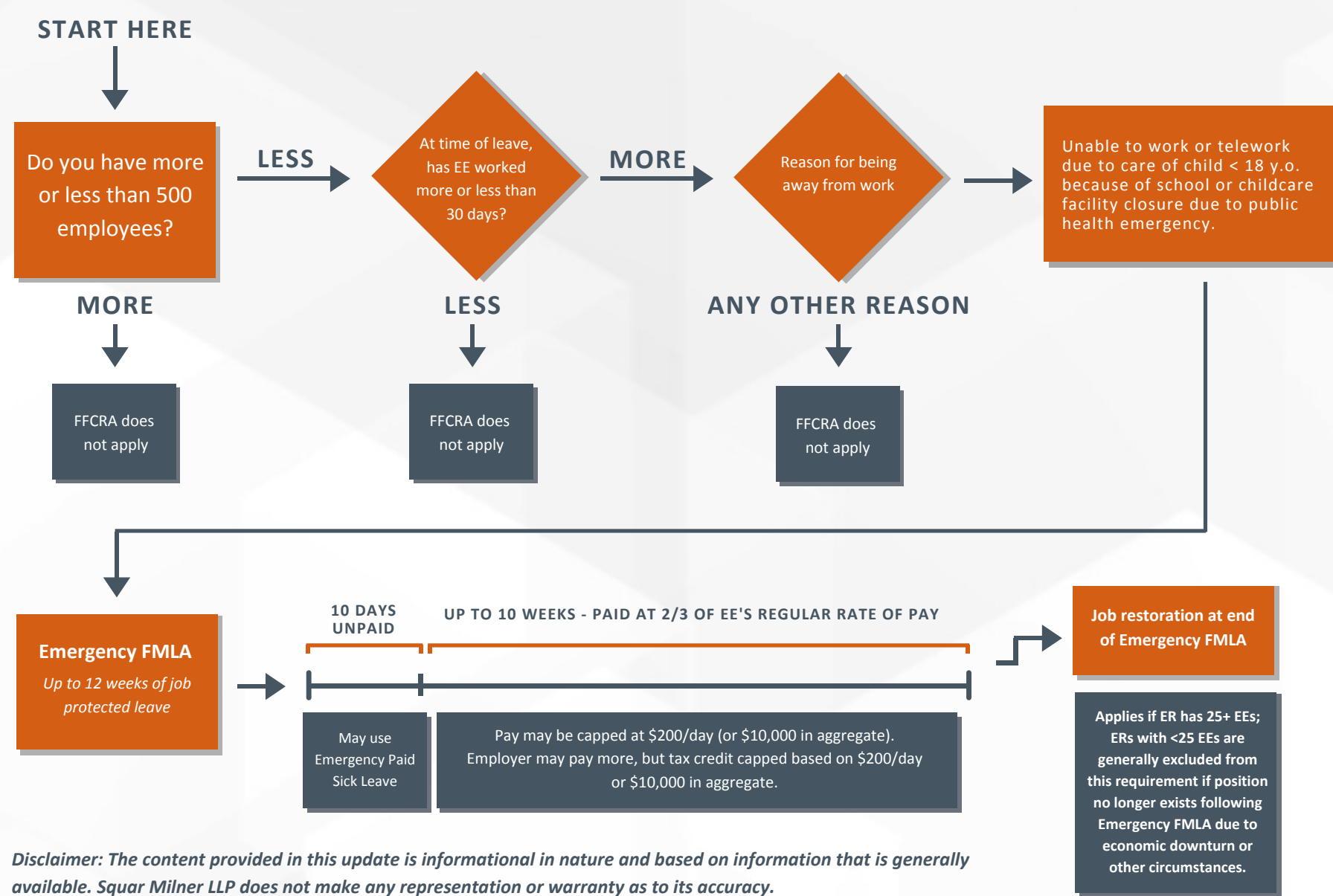


Families First Coronavirus Response Act (FFCRA)

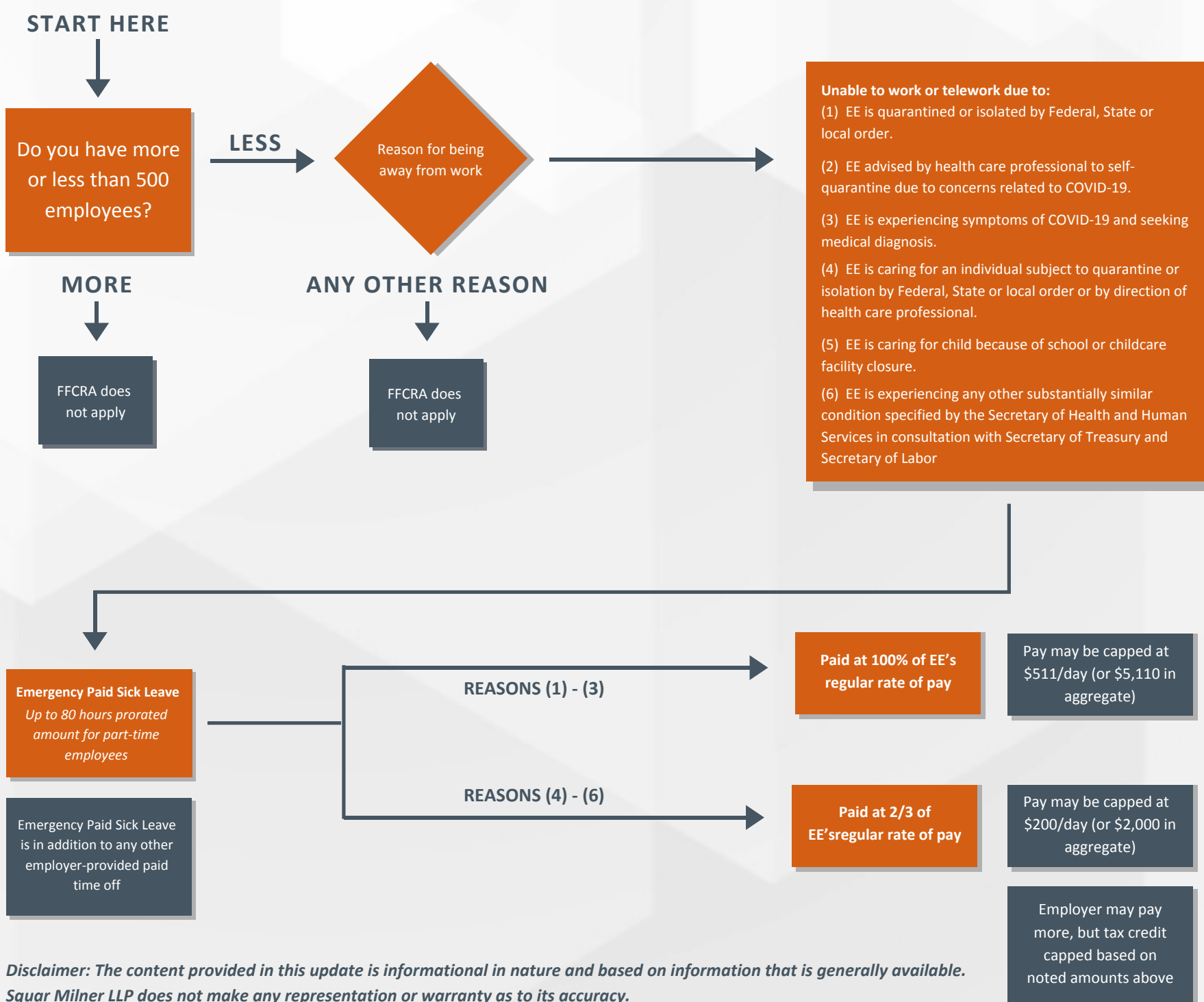
DOES IT APPLY TO YOUR COMPANY?

Effective April 2, 2020 – December 31, 2020

Emergency FMLA Expansion Act – (Child-Care Leave)



Emergency Paid Sick Leave Act – (Sick Leave)



Other Notable Mentions

Special Rules

- Employer of an employee who is a health care provider or an emergency responder may elect to exclude such employee from Emergency FMLA and Emergency Paid Sick Leave
- Secretary of Labor may exempt small businesses with fewer than 50 employees if imposition of the programs' requirements would jeopardize the viability of the business

Calculating Rate of Pay for Emergency FMLA and Emergency Paid Sick Leave

- Full time employees: Regular rate of pay, hours normally scheduled to work
- Part time employees, variable hour employees: Average number of hours employees worked for six months prior to taking leave
- Employees with less than six months of service: Average number of hours the employee would normally be scheduled to work over two-week period

Emergency Paid Sick Leave

- Employee notice to company of need for leave —as soon as practicable
- Employee may use Emergency Paid Sick Leave before any other employer-provided paid time off; employer may not require employee to use other paid time off before Emergency Paid Sick Leave
- Emergency Paid Sick Leave does not preempt any local paid sick leave requirements that already exist
- No year-end carryover of unused Emergency Paid Sick Leave
- Unused Emergency Paid Sick Leave is not paid out upon separation of employment
- Employers may not retaliate against employees for use of Emergency Paid Sick Leave
- Employee cannot be required to find replacement

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