

COVID-19 UPDATE

MARCH 31, 2020

FAMILIES FIRST CORONAVIRUS RESPONSE ACT (FFCRA) - MORE UPDATES TO DOL FAQs

The Department of Labor (DOL) released initial guidance clarifying several provisions set forth in the Families First Coronavirus Response Act (FFCRA) last week, including FAQs and a model notice with instructions. The DOL has been actively updating the FAQs every couple of days; there were approximately 20 additional FAQs added over the weekend.

The updated DOL FAQ can be found here - <https://www.dol.gov/agencies/whd/pandemic/ffcra-questions> - and addresses things such as:

- Which children qualify as a “son” or “daughter” for purposes of the paid leave available for parents who need to leave to care for a child due to Coronavirus-related school or daycare closure;
- Which public sector employees are eligible for paid leave;
- Which employees may be excluded from the paid leave requirements as “health care providers” and “emergency providers; and
- Which small employers (<50 employees) may qualify for an exemption.

We have also updated our own FAQ focusing on broader benefit-related issues, as well as our issue brief discussing benefit considerations during sick leaves, furloughs and lay-offs. You can find them both at <https://benefitcomply.com/coronavirus/>.

Disclaimer

This article is provided for informational purposes only and is not intended to provide legal or actuarial advice. The issues and analyses presented in this article should be reviewed with outside counsel before serving as the basis of any legal or other decision.