



FAMILY FIRST CORONA VIRUS RESPONSE ACT

This new employment law impacts all small businesses with fewer than 500 employees, with extremely few exemptions, until the end of 2020.

EMERGENCY PAID SICK LEAVE ACT

The Emergency Paid Sick Leave Act requires 2 weeks paid sick leave for employees impacted by COVID-19. This includes those who have been quarantined, either by a physician or by government order, as well as those who are caring for an individual who has been similarly impacted.

EMERGENCY FMLA EXPANSION ACT

This Act mandates 12 weeks protected leave with paid leave after 2 weeks. Employees are only eligible, however, if they cannot work or telework because a school or child care center has been closed due to COVID-19, and no other suitable person is available to care for the child.

TAX CREDITS

This legislation provides refundable tax credits that are intended to reimburse companies for associated payroll & benefit costs. Ensure that proper records are retained in order to verify those credits at tax time.



FFCRA FAQs



Is my company impacted?



Any employer with fewer than 500 employees on the date of the leave request is required to comply. (There is a self-executing exemption in some circumstances for employers with fewer than 50 employees, but this exemption is rare.)



Are my employees covered?



Employer Paid Sick Leave (first two weeks):

- applies to every employee with no minimum service requirements.

Emergency FMLA Expansion Act (weeks 2-12):

- applies to employees who have been employed for 30 days or longer.
- specific penalties are prescribed for non-compliance, discrimination, or retaliation.



Is there help for all of this?



Yes, of course. We are happy to help. Call us (with no obligation) to talk through how your company can navigate these regulations.