

## **U.S. DOL Invites Stakeholders to a National Online Dialogue on Paid Family and Medical Leave and Paid Sick Leave**

On Wednesday, March 18<sup>th</sup>, President Trump signed into law the Families First Coronavirus Response Act (FFCRA). This law requires employers to provide paid sick leave and paid family and medical leave due to COVID-19.

The FFCRA provides that employees of covered employers are eligible for:

- ***Two weeks (up to 80 hours) of paid sick time at the employee's regular rate of pay where the employee is unable to work because the employee is quarantined and/or experiencing COVID-19 symptoms and seeking a medical diagnosis; or***
- ***Two weeks (up to 80 hours) of paid sick time at two-thirds the employee's regular rate of pay because the employee is unable to work because of a need to care for an individual subject to quarantine, or to care for a child whose school or child care provider is closed or unavailable and/or the employee is experiencing a substantially similar condition as specified by the Department of Health and Human Services; and***
- ***Up to an additional 10 weeks of paid family and medical leave at two-thirds the employee's regular rate of pay where an employee, who has been employed for at least 30 calendar days, is unable to work due to a need for leave to care for a child whose school or child care provider is closed or unavailable.***

The FFCRA applies to employers with 1-499 employees and requires no minimum days of employment before an individual qualifies. Any individual who works for a small business employer would qualify. However, the U.S. Secretary of Labor has the authority for good cause to issue regulations that would exclude health care and emergency responders from the definition of "eligible employees." He can also exempt small businesses of less than 50 employees from leave to care for children if childcare or school is cancelled, because something like that could threaten the viability of their business. The department's Wage and Hour Division (WHD) will administer and enforce the paid leave provisions of the FFCRA. The provisions will apply from their effective date through Dec. 31, 2020.

The U.S Department of Labor is hosting a national dialogue to help employers and workers understand their rights and responsibilities under the FFCRA. During this national dialogue the public, including employers, workers and their advocacy groups, can participate in a national online conversation through Sunday, March 29<sup>th</sup>, 2020. **We encourage all of our Small Business Members to weigh in and make sure their voice is heard as guidelines and exemptions will be written that could impact your company.**

Please [register to participate](#).