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Families First Coronavirus Response Act and Guidance: DOL Q&As and Temporary Regulations Reveal the Details

On March 18, 2020, President Trump signed the Families First Coronavirus Response Act (“FFCRA” or “the Act”) into law, in response to the COVID-19 pandemic.

On March 24, 2020, the U.S. Department of Labor (“DOL”) issued an initial Q&A document providing administrative guidance for FFCRA. The DOL has since repeatedly amended the Q&A document further fleshing out its rules governing the new Emergency Family and Medical Leave Expansion Act and Emergency Paid Sick Leave Act.

On April 6, 2020, the DOL published a temporary rule issuing regulations pursuant to this new law, effective April 1, 2020. The DOL will publish an updated temporary rule with corrective guidance on April 10, 2020.

The DOL provides real-time updated guidance for FFCRA administration, see <https://www.dol.gov/agencies/whd/ffcra>.¹

The DOL’s most recent Q&A additions include:

- the extent to which certain small businesses can be exempted from the FFCRA’s mandates;
- exemptions for health care providers and emergency responders;

¹ Accessed on April 9, 2020.



- whether public sector workers can avail themselves of leave under the new law; and
- clarification regarding what constitutes an eligible COVID-19 Federal, State, or local quarantine or isolation order.

If you need further assistance understanding FFRCA provisions and how they may apply, please contact our office.

Dated: April 9, 2020

The content herein is provided for educational and informational purposes only and does not contain legal advice. Please contact our office if you have any questions about compliance requirements applicable to your employee benefit plans or other HR compliance matters.