



DOL Releases FAQ Guidance on Families First Coronavirus Response Act

The Department of Labor has released three documents providing guidance on the employee leave provisions of the Families First Coronavirus Response Act (FFCRA): an FAQ, a Factsheet for Employees, and a Factsheet for Employers.

The FAQ (available here: <https://www.dol.gov/agencies/whd/pandemic/ffcra-questions>) covers topics like the effective date of the FFCRA leave requirements (April 1, 2020), how to calculate the amount of paid sick leave available to part time workers whose hours vary, and how to determine whether an employer has fewer than 500 employees or not.



The Factsheet for Employees (available here: <https://www.dol.gov/agencies/whd/pandemic/ffcra-employee-paid-leave>) provides a summary of employee rights under the FFCRA. It explains which employees are eligible for paid leave, qualifying reasons for leave, duration, and rates of pay.

The Factsheet for Employers (available here: <https://www.dol.gov/agencies/whd/pandemic/ffcra-employer-paid-leave>) provides a summary of the same information (employee eligibility, qualifying reasons), in addition to information on the tax credits for employers to cover the costs of paid leave, penalties and enforcement, and the requirement that employers post a notice on FFCRA requirements.

These documents represent the first round of information and compliance information from the Department of Labor. A workplace poster required for most employers is expected to be published later this week, along with additional fact sheets and more Q&A.



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