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DOL Guidance – Employer Paid Leave Requirements in the FFCRA

The U.S. Department of Labor (DOL) has issued guidance on the paid leave requirements under the federal Families First Coronavirus Response Act (FFCRA).

The FFCRA expanded the federal Family and Medical Leave Act (FMLA) to allow partially compensated employee leave for child care purposes related to COVID-19. The FFCRA also provided for employee paid sick leave for specific COVID-19-related reasons. The law included other measures to address the effect of the coronavirus pandemic on workers.

The guidance addresses issues such as:

- Which employers and employees are covered under the FFCRA;
- How much leave employers are required to grant employees and for what pay;
- Exemptions from the law; and
- What tax credits are available to employers to pay for the leave.

The language of the FFCRA said it would take effect “not later than 15 days after the date of enactment.” DOL Q&As clarify that the leave provisions of the law take effect on April 1, 2020.

[Click here for a complete Compliance Bulletin containing the DOL’s guidance document.](#)

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