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COVID-19

CORONAVIRUS: DOL ISSUES FFCRA EMPLOYEE NOTICE FORM

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Foulston has produced a series of issue alerts as we continue to monitor the evolving COVID-19 situation and provide additional guidance. Please find all updates and our latest resources available here.

This afternoon the United States Department of Labor (DOL) issued its model notice of employee rights regarding paid sick leave and expanded family and medical leave under the Families First Coronavirus Response Act (FFCRA). The model notice describes information regarding the FFCRA's paid leave entitlements, eligibility requirements, qualifying reasons for leave related to COVID-19, and the DOL's enforcement authority. A copy of the notice is available here.

Employers are required to post this notice in conspicuous places on their premises where notices to employees are customarily posted. However, the posting requirement does not become effective until the FFCRA's effective date, which the DOL says will be April 1. Prior to that date, the DOL will be issuing regulations that should help clarify some ambiguities and further explain employer obligations under the FFCRA. Accordingly, it may make sense for employers to hold off on posting the notice until then, because posting could generate questions about issues on which we are still waiting for DOL guidance. Employers should discuss this with their legal counsel.

You can read our prior issue alert about employers' obligations under the FFCRA here. We'll provide further information when the DOL issues its regulations. Stay tuned!

FOR MORE INFORMATION

If you have questions or want more information regarding the FFCRA or other COVID-19-related employment law issues, contact your legal counsel. If you do not have regular counsel for such matters, Foulston Siefkin LLP would welcome the opportunity to work with you to meet your specific business needs. For more information, contact **Boyd Byers** at 316.291.9716 or bbyers@foulston.com. For more information on the firm, please visit our website at **www.foulston.com**.

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PRACTICE AREAS

- Employment & Labor
- Employee Benefits & ERISA