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COUNSELLORS AT LAW

**EMPLOYMENT LAW ALERT
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**DEPARTMENT OF LABOR PUBLISHES WORKPLACE NOTICE FOR
TWO NEW CORONAVIRUS-RELATED LEAVES OF ABSENCE**

As explained in last week's Employment Law Alert, President Trump signed into law the Families First Coronavirus Response Act ("FFCRA"), creating two new types of paid leave that certain smaller employers (fewer than 500 employees) must provide to employees who need time off for certain coronavirus-related reasons. Today, the Department of Labor issued a model Workplace Notice that covered employers must post in their workplace or provide to employees. (Please note that the DOL has indicated that the FFCRA becomes effective April 1, 2020, not April 2, 2020, as previously thought.)

The Workplace Notice can be downloaded from the DOL's website: www.dol.gov/sites/dolgov/files/WHD/posters/FFCRA_Poster_WH1422_Non-Federal.pdf. The DOL also published a Q&A document regarding a covered employer's obligation to post or distribute the notice. The Q&A document can be downloaded from the DOL's website: www.dol.gov/agencies/whd/pandemic/ffcra-poster-questions.

Of particular note are Q&As addressing two frequent questions from our clients:

Where do I post this notice? Since most of my workforce is teleworking, where do I electronically "post" this notice?

Each covered employer must post a notice of the Families First Coronavirus Response Act (FFCRA) requirements in a conspicuous place on its premises. An employer may satisfy this requirement by emailing or direct mailing this notice to employees, or posting this notice on an employee information internal or external website.

Do I have to share this notice with recently laid-off individuals?

No, the FFCRA requirements explained on this notice apply only to current employees.

We anticipate that the DOL will issue formal regulations providing additional detailed guidance on the implementation of these two new types of leave. We will update you when the regulations are published; in the meantime, please email or call us if we can be of any assistance.