

Legislative Update APRIL 2020*

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UNITED STATES DEPARTMENT OF LABOR PUBLISHES MATERIALS TO ASSIST EMPLOYERS IN COMPLYING WITH FFCRA DURING CORONAVIRUS PANDEMIC BEFORE END OF A TEMPORARY NON-ENFORCEMENT PERIOD ON APRIL 20, 2020

To assist employers in complying with their obligations under recent Federal laws and rules arising from the Coronavirus pandemic including the Families First Coronavirus Response Act (FFCRA) and corresponding regulations, the United States Department of Labor published various materials on its website, including Posters, FAQs, Fact Sheets, and other informational resources.

Subsequently, on April 20, 2020, the U.S. Department of Labor announced the end of its temporary period of non-enforcement of paid leave protections under the FFCRA. As a result, employers who are not in compliance with these FFCRA provisions after April 20, 2020 may be “subject to penalties and enforcement by WHD [the U.S. Department of Labor’s Wage and Hour Division].”

Weblinks to FFCRA materials on the U.S. Department of Labor’s website are set forth below.

- FFCRA Poster (to be posted by non-federal employers covered by the FFCRA): https://www.dol.gov/sites/dolgov/files/WHD/posters/FFCRA_Poster_WH1422_Non-Federal.pdf.
- FAQs (Poster): <https://www.dol.gov/agencies/whd/pandemic/ffcra-poster-questions>.
- FFCRA Fact Sheet Summarizing Paid Leave Requirements for Covered Employers: https://www.dol.gov/sites/dolgov/files/WHD/Pandemic/FFCRA-Employer_Paid_Leave_Requirements.pdf.
- Employees’ Fact Sheet: https://www.dol.gov/sites/dolgov/files/WHD/Pandemic/FFCRA-Employee_Paid_Leave_Rights.pdf.
- 88 Questions & Answers: <https://www.dol.gov/agencies/whd/pandemic/ffcra-questions>.
- Occupational Safety and Health Administration’s coronavirus infection prevention poster: <https://www.osha.gov/Publications/OSHA3994.pdf>.

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