



## **THE U.S. DEPARTMENT OF LABOR ISSUES INITIAL GUIDANCE ON THE FAMILIES FIRST CORONAVIRUS RESPONSE ACT**

While employers anxiously await the U.S. Department of Labor's issuance of regulations clarifying the newly-enacted Families First Coronavirus Response Act (FFCRA), the DOL issued guidance on March 24, 2020, in the form of questions and answers regarding the FFCRA. The DOL's guidance clarifies some areas of ambiguity, including the following:

- Making the FFCRA's effective date April 1, 2020;
- Counting employees under the FLSA's joint employer test and the FMLA's integrated employer test;
- Confirming that eligible employees may take up to two weeks – or ten days – of Emergency Paid Sick Leave for any combination of qualifying reasons;
- Calculating hours worked by part-time employees for purposes of determining leave entitlement; and
- Noting the FFCRA's obligations are not retroactive.

To review the DOL's guidance on the FFCRA, including a summary of employer obligations and employee paid leave rights, please [CLICK HERE](#).

Cline Williams continues to follow this legislation and will provide updates on these issues as they evolve. In the meantime, if you have any questions related to the FFCRA or the impact of COVID-19, please reach out to a member of Cline Williams' [Labor and Employment Law Section](#) and [Employee Benefits Section](#):



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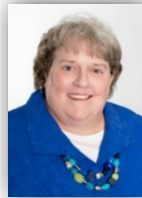
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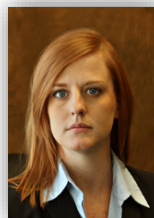
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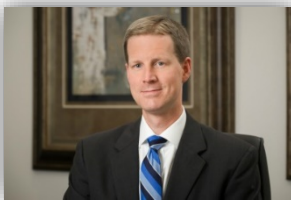
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