



# COVID-19

## Employer Issues

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President, My HR Department

- Penny is not a lawyer
- The situation is fluid and there are still many unanswered questions
- Current as of 27 March

# Topics

- Unemployment insurance
- Family First Coronavirus Response Act (FFCRA)
- Other considerations

- No waiting period
- No work search requirement

- May exclude healthcare providers and emergency responders
- Effective 1 April through 31 December
- Applies to employers with fewer than 500 employees
- Requires:
  - Paid sick leave
  - FMLA+

## Paid Sick Leave

- Businesses with fewer than 500 employees must pay up to 80 hours of emergency paid sick leave to full-time employees (pro-rata rules apply to part-time employees) who are home sick from coronavirus, complying with a quarantine, or taking care of an individual who has been infected.
- This leave also applies to working families who may be forced home due to school closures.
- The federal government will provide employers with a refundable payroll tax credit of 100 percent of the required wages.
- Employees are capped at \$200 per day (\$511 per day in the case of employees that are home sick from coronavirus or complying with a quarantine).
- Pays before any other sick/vacation/PTO
- Employee covered immediately upon hire

- Businesses with fewer than 500 employees must provide an additional 12 weeks of paid leave due to caring for a child whose school is closed.
- The first 2 weeks of the leave, which is covered by the qualified sick leave described above, may be unpaid.
- During the remaining 10 weeks, the employer will pay 2/3 of the employee's salary, capped at \$200 per day for up to 50 days.
- The federal government will provide businesses with a refundable payroll tax credit of 100 percent of the required wages.
- The Secretary of Labor may issue rules to exempt small businesses with fewer than 50 employees from these requirements when the imposition of such requirements would jeopardize the viability of the business as a going concern.
- Eligible if 30 days of employment; no minimum work hours; 50 employees within 75 miles not applicable

## Other Considerations

- Doctor's notes: No
- Fair Labor Standards Act still applies
- Furloughs/Layoffs
- Benefits
- E-Verify



## Need More Info?

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- Set up a Zoom meeting appointment  
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