



CLIENT ALERT EMPLOYMENT & LABOR

**What You Need to Know: Paid Sick Leave and Expanded Family Leave Notice Requirement Under the Families First Coronavirus Response Act**

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**The Problem:** What is the effective date of the emergency paid sick leave and expanded family leave portions of the Families First Coronavirus Response Act (“FFCRA”). How do I comply with the notice requirements of the FFCRA?

**The Short Answer:** The emergency paid sick leave and expanded family leave portions of the FFCRA are effective April 1, 2020. The Notice must be provided to employees no later than April 7, 2020. A copy of the required Notice can be found [here](#).

**What Else Do I Need to Know About the Notice Requirement?** Generally, the Notice needs to be posted in a conspicuous place on the premises where notices to employees are customarily posted. Additionally, an employer can satisfy the notice requirement by emailing or direct mailing the Notice to employees or posting the Notice on an employee information internal or external website. Employees who are working remotely must receive the Notice in a manner that does not require them to come to the worksite.

Unfortunately, the current DOL Notice includes a mistake (the third bullet under **Paid Leave Entitlements** should be \$10,000, not \$12,000). Our understanding is that the DOL is aware of the mistake and will be posting a corrected Notice. Because the Notice does not need to be posted or otherwise provided until April 7, 2020, we advise waiting until at least April 7, 2020 to see if the DOL issues a corrected Notice. If a corrected Notice is not issued by that date employers should provide employees whatever Notice is available at the above link.

**Do I Need to Send the Notice to Employees Who Were Recently Laid Off?** No, the Notice requirements apply to current employees only.

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Wisler Pearlstine, LLP can assist you with this and many other COVID-19-related legal issues. Please contact Rhonda Grubbs, Esquire at [rgrubbs@wispearl.com](mailto:rgrubbs@wispearl.com) or (610) 825-8400 for more information on how we can help you today with your business.

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