

LEGAL UPDATE

DOL Issues Regulations for FFCRA Paid Leave

The U.S. Department of Labor (DOL) has issued [temporary regulations](#) to implement the paid leave mandates of the Families First Coronavirus Response Act (FFCRA). The regulations provide direction for administration of the Emergency Paid Sick Leave Act (EPSLA) and the Emergency Family and Medical Leave Expansion Act (EFMLEA).

This action is intended to provide guidance to the regulated community as they implement the statutory requirements.

Emergency Paid Sick Leave Act

The EPSLA requires that certain employers provide up to 80 hours of paid sick leave to employees who need to take leave from work for certain specified reasons related to COVID-19.

Emergency Family and Medical Leave Expansion Act

The EFMLEA requires that certain employers provide up to 10 weeks of paid, and two weeks unpaid, emergency family and medical leave to eligible employees if the employee is caring for his or her son or daughter whose school or place of care is closed or whose child care provider is unavailable for reasons related to COVID-19.

Additional Information

The DOL has provided additional information for employers and individuals regarding the FFCRA on its [COVID-19 and the American Workplace](#) website.

Important Dates

April 1, 2020

- Families First Coronavirus Response Act (FFCRA) takes effect.
- DOL temporary regulations on the FFCRA paid leave provisions were issued and take effect.

Dec. 31, 2020

- FFCRA and DOL temporary regulations under FFCRA expire.

The DOL's regulations are intended to provide guidance on the FFCRA requirements.

Provided to you by **Synergy Benefit Advisors, LLC**



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