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## EMPLOYMENT LAW UPDATE

### **Department of Labor Issues Guidance and Poster for Families First Coronavirus Response Act**

The Families First Coronavirus Response Act (FFCRA or Act) requires employers with fewer than 500 employees to provide their employees with paid sick leave or expanded family and medical leave for specified reasons related to COVID-19. The Act will take effect on April 1, 2020.

Employees with fewer than 50 employees may be exempt from providing sick or family leave if it jeopardizes the viability of the business as a going concern. To elect this exemption, the small business will need to document why it meets the criteria set forth by the Department of Labor, which will be addressed in forthcoming regulations.

Each covered employer must post the FFCRA Employee Rights notice in a conspicuous place on its premises. The notice is available [here](#). A Spanish-language poster is also available and the Department of Labor is working on translating the notice into other languages.

The Department of Labor has also created fact sheets for “[Employee Paid Leave Rights](#)” and “[Employer Paid Leave Requirements](#).”

**For more information about this topic or other employment-related issues, contact  
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