



The Coronavirus(COVID-19) Bill – UPDATE

Where we are now:

President Trump signs bill into law, effective April 2, 2020!

On Wednesday, March 19, 2020 The President signs the Families First Coronavirus Response Act (*the Act*) that was passed by the U.S. House of Representatives and Senate this week.

About the Families First Coronavirus Act.

The Act requires employers to provide paid leave for some employees related to the coronavirus (COVID-19) pandemic, among other measures. *The Act* takes effect no later than 15 days after it is signed by the president.

There are various parts to *the Act* that we have explained briefly here:

Emergency Paid Sick Leave Act

The Act requires two weeks of paid sick leave for government workers and employees of companies with fewer than 500 employees. Leave must be made available immediately to workers who are symptomatic or are under an order or advice to quarantine or self-isolate, who have to care for a family member under such an order or advice, or who have a child whose school or child care facility has closed (or whose child care provider is unavailable) due to the coronavirus. *The Emergency Paid Leave Act* expires December 31, 2020.

Emergency Family and Medical Leave Expansion Act

The Act provides FMLA rights for employees of companies with fewer than 500 employees that have been employed for at least 30 calendar days by the employer, requiring partially paid leave by the employer after 10 days when an employee is unable to work or telework due to school or child care closures related to the COVID-19. The paid leave is to be paid by the employer and equal not less than 2/3 of their normal payrate not to exceed \$200 per day or \$10,000 in the aggregate.

Other Provisions

The Act provides funding for economic assistance and requires health plans to cover COVID-19 testing at no charge. A refundable tax credit for employers that provide paid leave benefits as required by *the Act* is also included. The U.S. Treasury is expected to use its regulatory authority to advance funds to some small businesses to cover the cost of providing paid sick leave.

Stay tuned to MyHRConcierge for updates as further details of this bill are released.