



CONGRESS PASSES FIRST ROUND OF COVID-19 RELIEF

The Senate just passed into law the final version of the Families First Coronavirus Response Act. This is expected to be signed into law shortly, after which the Senate will turn to the next bill, a financial stimulus package (which may or may not include labor/employment related provisions).

The bill contains paid leave requirements for COVID-19-related absences for employers with fewer than 500 employees.

Questco is working quickly to assemble formal communications about this new law and what changes need to be made to your policies and how this needs to be communicated to your employees.

We are committed to keeping you updated and supported as this law goes into place as well as all other regulatory changes. Additionally, there remains a possible exception for employers with fewer than 50 employees. This will create a number of questions for you, our business owners, and we are assembling the details as fast as possible so we can support you with the right answers.

As always, Questco will be here to advise, guide and assist you in unraveling and explaining the continued and ever-changing information, rules and regulations related to COVID-19. We will have more information soon. In the meantime, here is a brief summary of the new law:

Summary

- Requires employers with fewer than 500 employees to provide up to 12 weeks of job-protected leave related to caring for a child via an expansion of the Family and Medical Leave Act (FMLA) (with the first 10 days unpaid).
- Requires employers with fewer than 500 employees to provide up to 80 hours (generally two weeks) of emergency paid “sick” leave to full-time employees (with special rules for part-time employees).
- Provides tax credits for required paid sick leave, paid family and medical leave and certain health plan expenses.

See link below for additional ASAP insight into this legislation presented by one of the nation’s leading employment law firms.

<https://www.littler.com/publication-press/publication/senate-approves-paid-sick-leave-family-medical-leave-expansion-bill>

As always please reach out to your service provider for immediate support.

Jason Randall, CEO

A handwritten signature in black ink that reads 'Jason Randall'. The signature is written in a cursive, flowing style.