





Adopting Work-From-Home for the Long Term

Shannon Hensel, MS, SHRM-CP, Human Resource Solutions, Rehmann

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Rehmann

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Families First Coronavirus Response Act (FFCRA)

April 1, 2020

FFCRA took effect and is in place until December 31, 2020 (and may get extended).

1 to 499 Employees

The U.S. Department of Labor (DOL) released temporary regulations requiring private employers with under 500 employees

EPSL & EFMLA

Providing employees emergency paid sick leave (EPSL) and emergency unpaid and paid family medical leave (EFMLA).



The Emergency Family Medical Leave Act (EFMLA)

30 CALENDAR DAYS

Any employee who has been employed for at least **30 calendar days** is eligble.





Traditional FMLA

- Applies to organizations with 50 or more employees and 1250 hours worked
- Guaranteed job protection for an employee, their family members or military family member

Expanded EFMLA Until 12/30/20

- Provides a qualified employee for expanded family leave if the employee is caring for a child whose school or place of care is closed (or child care provider is unavailable) for reasons related to COVID-19.
- EFMLA has a "10-day" unpaid period, the DOL equates the period to two workweeks.
- EFMLA cannot exceed a total of 12 weeks of leave during the applicable 12-month period. Any amount of FMLA "standard" leave an employee uses earlier in that same 12-month period reduces the EFMLA entitlement.



The Emergency Paid Sick Leave Act (EPSLA)

Emergency paid sick leave makes all employees eligible with no minimum duration of employment, unless they are an exception of a healthcare provider or emergency responder.



EPSLA mandates employers pay if an employee is unable to work or remotely work for the following reasons:

- the employee is under a Federal, State, or local quarantine or isolation order related to COVID-19;
- the employee has been advised by a health care provider to selfquarantine due to concerns related to COVID-19;
- the employee is experiencing symptoms of COVID-19 and seeking a medical diagnosis;
- the employee is caring for an individual who is subject to a Federal, State, or local quarantine or isolation order related to COVID-19, or has been advised by a health care provider to self-quarantine due to concerns related to COVID-19:
- the employee is caring for the child of such employee if the school or place of care of the child has been closed, or the child care provider of such child is unavailable, due to COVID-19 precautions;



- OSHA
- Equal Employment Opportunity Commission (EEOC)
- Americans Disability Act (ADA)

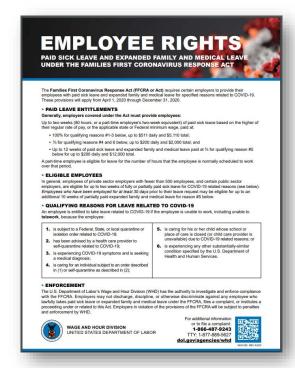
Key Employment Law Considerations

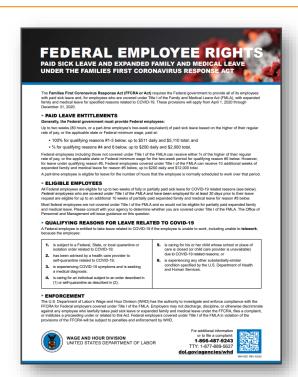
- Fair Labor Standards Act (FLSA)
- State and Local Executive Orders
- Employer Handbooks
- Policies

Model Notices

PRIVATE & CONFIDENTIAL









FFCRA Notice | Frequently Asked Questions

Summaries

- **EFMLA Summary**
- EPSL Summary

Forms

- EFMLA Fillable Form
- EPSL Fillable Form

Posters

- FFCRA Poster | Federal
- FFCRA Poster | Non-Federal

