
Department of Labor Provides Sample Notice for Employers Related to COVID-19 Sick Leave

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Today, the Department of Labor (“DOL”) issued the model notice for eligible employers to use in notifying their employees of their right to paid leave under the Families First Coronavirus Response Act (“FFCRA”), which was passed by Congress last week. **Importantly, the sample poster clarifies that the effective date for the new law is April 1, 2020**, as opposed to April 2, 2020, as final bill initially indicated. A copy of the notice can be found for download on the DOL’s website here:

https://www.dol.gov/sites/dolgov/files/WHd/posters/FFCRA_Poster_WH1422_Non-Federal.pdf

Under the FFCRA, an employer subject to the paid leave law are required to post a copy of the notice in a conspicuous place on its premises. Due to the high number of employees currently teleworking, the DOL has said that employers may satisfy their posting obligations by emailing or direct mailing the notice to employees, or posting it on an employee information internal or external website. According to the DOL, all employers with fewer than 500 employee are required to post the notice.

The DOL has also posted a Frequently Asked Questions page related to the posting of the notice here:

<https://www.dol.gov/agencies/whd/pandemic/ffcra-poster-questions>.

If you have questions about posting the FFCRA notice, or need assistance in getting ready for the law’s April 1, 2020 effective date, please contact Nathan Duggins at Nduggins@tuggleduggins.com or (336) 271-5246, Denis Jacobson at atdjacobson@tuggleduggins.com or (336) 271-5242, Ross Hamilton at rhamilton@tuggleduggins.com or (336) 271-5279, or Daniel Stratton at dstratton@tuggleduggins.com or (336) 271-5240. Please also follow our Twitter account @TuggleDuggins at <https://twitter.com/TuggleDuggins> for continuing, up-to-date information related to navigating the law during the COVID-19 outbreak.

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