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An Employer's Guide to the New Families First Coronavirus Response Act's Paid Leave and Expanded FMLA Requirements

3.25.2020 | 9:00 am - 10:00 am

The Families First Coronavirus Response Act will help many American families dealing with the impact of the coronavirus by providing increased funding for food, Medicaid, unemployment assistance, and coverage for testing. But it also significantly impacts small and medium businesses through the Emergency Family and Medical Leave Expansion Act (EFMLA) and the Emergency Paid Sick Leave Act (EPSLA), requiring certain employers to front the costs of paid leave to employees affected by coronavirus in various ways.

This webinar will help businesses break down the Act to determine what they need to do to prepare and what the expectations are when the Act becomes effective April 2.

The webinar will answer and discuss the following questions:

- What employers are covered and what employers are exempt?
- Under what circumstances are employees eligible for EFMLA and/or EPSLA?
- Are there different payment requirements based on whether the leave is for the employee or in the employee's role as a caregiver?
- How are an employer's paid time off policies impacted?
- What documentation can an employer request from an employee requesting leave under the EFMLA and/or EPSLA?
- How does the EFMLA and/or EPSLA interrelate with state unemployment insurance benefits or in the event of a reduction in force or shutdown?
- How will the EFMLA and/or EPSLA be enforced? What are the penalties for non-compliance?

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- Are employees who are unable to work because their children's schools are closed eligible for leave benefits under both EFMLA and EPSLA?

Please click to download a copy of the presentation.

Please click here to view the recording on YouTube.

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