

Families First Coronavirus Response Act (FFCRA)

What Employers Need to Know

H.R.6201, applies to employers with **fewer than 500 employees** and covers the period April 1 to December 31, 2020.

It includes two pieces of leave-related legislation:

- Emergency Family & Medical Leave Expansion Act
- Emergency Paid Sick Leave Act

Both require employers to provide **two kinds** of paid leave related to COVID-19:

1 You must provide 80 hours of paid sick leave for the following COVID-19 related reasons:

- a. Is under federal, state or local quarantine or isolation order
- b. Is experiencing symptoms and is seeking medical diagnosis
- c. Has been advised by a health care provider to self-quarantine
- d. Is caring for:
 - An individual under a quarantine or isolation order
 - An individual who has been advised by a health care provider to self-quarantine
 - A child whose school or daycare is closed

2 You must also provide (up to) an additional 10 weeks of pay if the employee is unable to work due to caring for a child under the age of 18 whose school or daycare is closed. Up to a max of \$12,000.

NOTE: Small employers with fewer than 50 employees can be exempt from the additional 10 weeks if it is not financially viable for them to do so.

LIMITS:

For employees that are out because of (a), (b), or (c) above, they should be paid at their regular rate up to \$511 per day, up to 10 days or no more than \$5,110.

For leave as described in (d), you would get paid back for 2/3 of the employees' regular rate up to \$200 per day, up to 10 days or no more than \$2,000.

HOW YOU GET PAID BACK:

If we process your payroll you are in good hands because our payroll experts are in the process of setting up COVID-19 Sick Pay and FMLA – Care Pay. We will make sure your payroll is processed properly and we take your sick leave OUT of your payroll taxes.

Or

If we don't process your payroll and your bookkeeper needs help setting up QuickBooks Desktop to handle this situation we can help. Starting April 1st, we are posting information daily, on our website, to help you navigate this situation. [Click here for more information.](#)

If you are using QBO for payroll processing, Intuit is working hard to set up COVID19 sick pay in their payroll program for you.

If you are using Gusto, look on your Dashboard, they have explained it nicely in that area.

If you are using another payroll service you should contact them to learn more about how they are handling the situation.

IMPORTANT THINGS TO NOTE:

All of this relates to businesses where employees are not able to work from home or come into the office to work.

It is OK, **we will get through this together**. Please be safe and rest up because it sounds like we will all be extremely busy this summer!

Karen & the fabulous team at Online Accounting.