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## Guidance for *Families First Coronavirus Response Act*

We have received a lot of questions on the effective date of the Families First Coronavirus Response Act (the "Act"). The Department of Labor (the "DOL") provided guidance on the Act on March 24, 2020, in which the Department stated that the paid leave provisions are effective on **April 1, 2020**, and apply to leave taken between April 1, 2020, and December 31, 2020. The following is a link to this guidance for easy reference: <https://www.dol.gov/agencies/whd/pandemic/ffcra-questions>

Please remember that the Act applies to employers with **fewer than 500 employees**. These employers are required to provide notice to their employees through postings. (Please note that the DOL has posted guidance on counting employees for purposes of the 500-employee threshold as well as many other clarifications with respect to the Act, see the link above for this information).

On March 25, 2020, the DOL issued posters for employers to use for the required notice to employees. The following is the link to the non-federal employee rights poster: [https://www.dol.gov/sites/dolgov/files/WHd/posters/FFCRA\\_Poster\\_WH1422\\_Non-Federal.pdf](https://www.dol.gov/sites/dolgov/files/WHd/posters/FFCRA_Poster_WH1422_Non-Federal.pdf). There is a separate link for federal employers to send to their employees that can also be found on the DOL's website.

The DOL also issued a list of frequently asked questions relating to the required notices to employees (see <https://www.dol.gov/agencies/whd/pandemic/ffcra-poster-questions>), including where to post the notice and the manner in which the notice may otherwise be delivered to employees. Q&A #1 is copied below for your convenience.

Where do I post this notice? Since most of my workforce is teleworking, where do I electronically "post" this notice?

*Each covered employer must post a notice of the Families First Coronavirus Response Act (FFCRA) requirements in a conspicuous place on its premises. An employer may satisfy this requirement by emailing or direct mailing this notice to employees or posting this notice on an employee information internal or external website.*

An employer is obligated to give notice only to current employees, not to those that have been laid off.

If you have questions concerning this information, please contact me or any member of our team.

A handwritten signature in blue ink, appearing to read "Stephanie Hall".

Stephanie Hall, Compliance Officer

Trinity Benefit Advisors / Russ Blakely & Associates

Updated 3/30/2020