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## Webinar on Monday: Understanding the Benefits of the CARES Act

One week ago, the Coronavirus Aid, Relief, and Economic Security (CARES) Act was signed into law by the President. This \$2.2 trillion package represents the federal government's largest-ever relief effort and includes a variety of attractive grant and loan opportunities for businesses, along with significantly increased unemployment benefits for workers affected by the pandemic.

In conjunction with Michael Mayhew of Snead, Williams & Mayhew, Byrnes Gould Law attorneys Hunter Byrnes and Steven Gould will lead a **webinar on Monday, April 6 at Noon** providing key information that your business should know about the CARES Act. You can register for the webinar here, and participation is free for **Danville Pittsylvania County Chamber of Commerce** members and only \$15 for non-members.

If you are unable to attend the webinar or wish to discuss how you or your business can benefit from the CARES Act, **please reach out to us directly**.



## Families First Coronavirus Response Act poster unveiled

As you are likely aware, the Families First Coronavirus Response Act (FFCRA) passed by Congress in mid-March provides up to two weeks of paid sick leave and up to an additional ten weeks of additional paid family leave to employees of many businesses.

# EMPLOYEE RIGHTS

## PAID SICK LEAVE AND EXPANDED FAMILY AND MEDICAL LEAVE UNDER THE FAMILIES FIRST CORONAVIRUS RESPONSE ACT

The Families First Coronavirus Response Act (FFCRA or Act) requires certain employers to provide their employees with paid sick leave and expanded family and medical leave for specified reasons related to COVID-19. These provisions will apply from April 1, 2020 through December 31, 2020.

**PAID LEAVE ENTITLEMENTS**  
Generally, employers covered under the Act must provide employees:

Up to two weeks (80 hours, or a part-time employee's two-week equivalent) of paid sick leave based on the higher of their regular rate of pay, or the applicable state or Federal minimum wage, paid at:

- 100% for qualifying reasons #1-3 below, up to \$511 daily and \$5,110 total;
- ⅔ for qualifying reasons #4 and 6 below, up to \$200 daily and \$2,000 total; and
- Up to 12 weeks of paid sick leave and expanded family and medical leave paid at ⅓ for qualifying reason #5 below for up to \$200 daily and \$12,000 total.

A part-time employee is eligible for leave for the number of hours that the employee is normally scheduled to work over that period.



**ELIGIBLE EMPLOYEES**  
In general, employees of private sector employers with fewer than 500 employees, and certain public sector employers, are eligible for up to two weeks of fully or partially paid sick leave for COVID-19 related reasons (see below). Employees who have been employed for at least 30 days prior to their leave request may be eligible for up to an additional 10 weeks of partially paid expanded family and medical leave for reason #5 below.

**QUALIFYING REASONS FOR LEAVE RELATED TO COVID-19**  
An employee is entitled to take leave related to COVID-19 if the employee is unable to work, including unable to telework, because the employee:

<ol style="list-style-type: none"> <li>1. is subject to a Federal, State, or local quarantine or isolation order related to COVID-19;</li> <li>2. has been advised by a health care provider to self-quarantine related to COVID-19;</li> <li>3. is experiencing COVID-19 symptoms and is seeking a medical diagnosis;</li> <li>4. is caring for an individual subject to an order described in (1) or self-quarantine as described in (2);</li> </ol>	<ol style="list-style-type: none"> <li>5. is caring for his or her child whose school or place of care is closed (or child care provider is unavailable) due to COVID-19 related reasons; or</li> <li>6. is experiencing any other substantially-similar condition specified by the U.S. Department of Health and Human Services.</li> </ol>
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**ENFORCEMENT**  
The U.S. Department of Labor's Wage and Hour Division (WHD) has the authority to investigate and enforce compliance with the FFCRA. Employers may not discharge, discipline, or otherwise discriminate against any employee who lawfully takes paid sick leave or expanded family and medical leave under the FFCRA, files a complaint, or institutes a proceeding under or related to this Act. Employers in violation of the provisions of the FFCRA will be subject to penalties and enforcement by WHD.

For additional information or to file a complaint:  
**1-866-487-9243**  
TTY: 1-877-889-5627  
[dol.gov/agencies/whd](http://dol.gov/agencies/whd)

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The FFCRA requires covered employers (those with fewer than 500 employees unless exempted by another provision of the Act) to display a copy of the poster issued by the U.S. Department of Labor on their premises and also share a copy with those employees who are not physically on site at the present time. You can access the poster by clicking the photo to the left.

(Hunter and Steven recently led a webinar for the Danville Pittsylvania County Chamber of Commerce on the specific requirements of the FFCRA, and a copy of their presentation can be found at [this link.](#))

## Other Essential COVID-19 Resources for Employers

Below are links to several helpful resources for navigating day-to-day aspects of COVID-19. These sites are regularly updated:

**U.S. Dept. of Labor Coronavirus Resources** (workplace safety, wage questions, etc.)

**Virginia Employment Commission COVID-19 Resources** (applying for benefits, worker FAQs regarding coronavirus)



**FAQs re: Governor Northam's Stay-At-Home Order** (what is and is not allowed)

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