



TO: NAW Direct Members

FROM: NAW Government Relations Team

Updated: Guidance on Paid Sick Leave and Expanded Family and Medical Leave Under FFCRA

The U.S. Department of Labor's Wage and Hour Division (WHD) announced more guidance to provide information to workers and employers about how each will be able to take advantage of the protections and relief offered by the Families First Coronavirus Response Act (FFCRA) when it takes effect on April 1, 2020.

[The new guidance](#) includes questions and answers addressing critical issues such as what documents employees can be required to submit to their employers to use paid sick leave or expanded family and medical leave; whether workers can take paid sick leave intermittently while teleworking and whether workers whose employers closed before the effective date of the FFCRA can still get paid sick leave.

This guidance adds to a growing list of compliance assistance materials published by WHD, including a [Fact Sheet for Employees](#), a [Fact Sheet for Employers](#), and an earlier [Questions and Answers](#) document. Available are two new posters, one [for federal workers](#) and [one for all other employees](#), that will fulfill notice requirements for employers obligated to inform employees about their rights under this new law, [Questions and Answers](#) about posting requirements and [a Field Assistance Bulletin](#) describing WHD's 30-day non-enforcement policy.

WHD provides additional information on common issues employers and employees face when responding to COVID-19 and its effects on wages and hours worked under the Fair Labor Standards Act and job-protected leave under the Family and Medical Leave Act at:

<https://www.dol.gov/agencies/whd/pandemic>

For more information about the laws enforced by the WHD, call 866-4US-WAGE, or visit <https://www.dol.gov/agencies/whd>

Many thanks—

*Jade West, Chief Government Relations Officer
Blake Adami, Vice President-Government Relations
Seth Waugh, Associate Vice President-Government Relations
National Association of Wholesaler-Distributors*