



TO: NAW Direct Members

FROM: NAW Government Relations Team

### **Update: DOL Issues New Guidance on Paid Sick Leave and Expanded Family and Medical Leave Implementation**

Today, the U.S. Department of Labor announced more guidance to provide information to employees 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), which went into effect April 1, 2020.

Since FFCRA was signed into law, NAW and our coalition partners have been actively engaged with the Department of Labor to ensure that our member's concerns are addressed and that they are provided with the most up-to-date information on the requirements for employee eligibility, paid leave calculations and exemptions.

FFCRA requires that businesses with fewer than 500 employees must offer workers who are quarantined or experiencing Covid-19 symptoms two weeks paid sick leave under the Families First Coronavirus Response Act.

But according to the updated guidance issued today by DOL, employees who do not receive a medical diagnosis or advice from a health care provider won't be eligible. Employees who seek newly mandated sick leave must be able to cite medical advice to do so.

The updated guidance announced today adds to a growing list of compliance assistance materials published by WHD, including:

- [Fact Sheet for Employees](#)
- [Fact Sheet for Employers](#)
- [Questions and Answers](#) about posting requirements
- [A Field Assistance Bulletin](#) describing WHD's 30-day non-enforcement policy

DOL 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 on 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 WHD, call 866-4US-WAGE, or visit:

[www.dol.gov/agencies/whd](http://www.dol.gov/agencies/whd)