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New DOL Guidance Regarding COVID-19 and the Workplace

BY BOWDITCH & DEWEY • MARCH 27, 2020

The U.S. Department of Labor's Wage and Hour Division ("DOL") has recently published [COVID-19-related guidance and Q&A's](#) for employers and employees.

Two of these pages, titled [Families First Coronavirus Response Act: Employee Paid Leave Rights](#) and [Families First Coronavirus Response Act: Employer Paid Leave Requirements](#), summarize the rights and obligations of employers and employees under the new Families First Coronavirus Response Act ("FFCRA").

In addition, the DOL has released a Q&A titled [Families First Coronavirus Response Act: Questions and Answers](#) that contains important new information for employers. Among other things, the Q&A identifies **April 1, 2020** as the effective date of the FFCRA, provides guidance regarding calculation of paid leave, and clarifies the tests used to determine whether a business is under the 500-employee threshold.

The webpages also include two Q&A's, titled [COVID-19 and the Fair Labor Standards Act](#) and [COVID-19 and the Family and Medical Leave Act](#), that address employers' obligations under the Fair Labor Standards Act ("FLSA"), the Family and Medical Leave Act ("FMLA"), and the Americans with Disabilities Act ("ADA").