

# Human Resources Bulletin

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March 27, 2020

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## **DOL Issues Employer Resources:**

[1] Workplace Poster, Guidance, and FAQs

[2] FFCRA Questions and Answers

Employers impacted by COVID-19 have a variety of questions regarding the Act's effect on their business and employees. While there are still many questions left unanswered, the Department of Labor (DOL) is continuing to release guidance and resources often to help employers. This Bulletin provides an update on the recent releases from the DOL.

## **Workplace Poster, Guidance, and FAQs**

Under the Families First Coronavirus Response Act (FFCRA), covered employers must post a notice of the FFCRA requirements in a visible place on its premises. On March 25, 2020, the DOL Wage and Hour Division released guidance, frequently asked questions, and sample posters. Covered employers are required to post this poster no later than **April 1, 2020**, the effective date of the FFCRA.

In light of the fact that many employees are now working remotely, employers should consider adding the posting to intranet sites and using other means that may be visible to remote workers. The DOL suggests options such as emailing or direct mailing the notice to employees who are working remotely.

Other questions and answers regarding the posting, like the ones listed below, are available on the [DOL Wage and Hour Division website](#).

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

- Do I have to post this notice in other languages that my employees speak?
- Do I have to share this notice with recently laid-off individuals?
- Do I have to give notice of the FFCRA requirements to new hires?
- If my state provides greater protections than the FFCRA, do I still have to post this notice?
- Our employees must report to our main office headquarters each morning and then go off to work at our different worksite locations. Do we have to post this notice at all of our different worksite locations?

The notice may be obtained free of charge by contacting the DOL Wage and Hour Division at **1.866.4.USWAGE (1.866.487.9243)**. Alternatively, employers may download and print the notice at the DOL's Wage and Hour website.

## **DOL Wage and Hour Questions and Answers Guidance**

Late in the evening on March 26, 2020, the DOL Wage and Hour Division issued additional questions and answers guidance aimed at helping employers administer emergency paid sick leave (EPSL) and paid FMLA leave (FMLA+) as part of the FFCRA which provides initial relief to American workers in the wake of the coronavirus pandemic. The guidance is available on the [DOL Wage and Hour website](#).

*DISCLAIMER: This Bulletin is intended only as a summary and general overview of the new Act as written and currently understood. Further clarification may be needed once the regulations are released and the Act is brought into practice. If you have any questions, please contact a member of the Acrisure Compliance Solutions team.*

## **ADDITIONAL RESOURCES**

U.S. Department of Labor's (DOL) Wage and Hour Division  
<http://www.dol.gov/agencies/whd/pandemic>

Centers for Disease Control and Prevention (CDC) <https://www.cdc.gov/>



(800) 282-9786 <sup>/TELEPHONE</sup>  
AHERNINSURANCE.COM <sup>/WEB</sup>