



## Western Building Material Association

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### **DOL Announces First Guidance on Paid Leave**

The U.S. Department of Labor's Wage and Hour Division (WHD) announced its first round of published guidance to provide information to employers about requirements for emergency paid sick leave and paid family medical leave established by the Families First Coronavirus Response Act (FFCRA). As a reminder, the FFCRA requires all employers with fewer than 500 employees to offer up to 12 weeks of paid leave for absences related to COVID-19.

Requirements are subject to 30-day non-enforcement period for good faith compliance efforts.

#### **Guidance includes:**

- How an employer must count the number of their employees to determine coverage;
- How small businesses can obtain an exemption;
- How to count hours for part-time employees;
- How to calculate the wages employees are entitled to under this law.

The US Department of Labor requires a Families First Coronavirus Response Act (FFCRA) Notice be posted in a conspicuous place on business premises. With many employees working remotely, an employer may satisfy this requirement by emailing or direct mailing this notice to employees or posting the notice on an employee information internal or external website.

The notice **must be posted by April 1, 2020.**

Visit [www.wbma.org](http://www.wbma.org) for a link to the required poster

### **Labor Department Asks for Input on Paid Leave Implementation**

The U.S. Department of Labor is hosting an online dialogue on implementation of the Families First Coronavirus Response Act. The online portal allows employers and employees an opportunity to offer their perspective as the department develops compliance assistance materials related to the implementation of the. The deadline for submissions is Sunday, March 29.

### **Small Business Administration Loan Program**

Finally, we would like to direct those companies that are interested to visit the Small Business Administration's Economic Injury Disaster Loan program website. The program provides targeted, low-interest loans to small businesses impacted by the COVID-19 crisis.

If you have questions or information about developments, please reach out to Kevin McKenney, NLBMDA Director of Government Affairs at [kevin@dealer.org](mailto:kevin@dealer.org).

*Please note these updates do not constitute legal advice. Information contained may be subject to interpretation and companies should consult with their own counsel.*