

**Labor & Employment Alert**  
**March 25, 2020**

**The Families First Coronavirus Response Act:  
Post Your Notice And April 1, 2020 Effective Date**

**April 1, 2020 Effective Date**

On Tuesday, March 24, 2020, the U. S. Department of Labor (DOL) announced that the effective date of the Families First Coronavirus Response Act (FFCRA) is April 1, 2020. This means that the paid leave provisions contained in both the Emergency Paid Sick Leave Act and the Emergency Family and Medical Leave Expansion Act apply to leave taken between April 1, 2020 and December 31, 2020.

**Post Your Notice**

Earlier today, Wednesday, March 25, 2020, the DOL issued a model notice which “covered employers” are required to post, and keep posted, in conspicuous places on the premises of the employer where notices to employees are customarily posted. Under the FFCRA, in general, a “covered employer” is a private employer with fewer than 500 employees and certain public employers. With respect to teleworking workforces, the DOL advises employers to electronically post the notice or direct mail it to employees. Electronic posting can be through either emailing the notice to employees or posting it on an employee information internal or external website.

The link to the DOL model notice can be found here:

[https://www.dol.gov/sites/dolgov/files/WH/WH1422\\_Non-Federal.pdf](https://www.dol.gov/sites/dolgov/files/WH/WH1422_Non-Federal.pdf)

We will continue to keep you informed of any additional updates as new information becomes available.

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*This Client Alert was written by Nan O’Neill, and reviewed with Kathryn Murphy, Kier Wachterhauser, and Katherine Hesse. If you have any questions regarding this Client Alert, please contact Nan O’Neill, or the attorney responsible for your account, or call (617) 479-5000.*

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