

DOL Releases Mandatory Employee Notice Under the Families First Coronavirus Response Act

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On March 25, 2020, the U.S. Department of Labor (DOL) published a workplace notice that covered employers (including certain federal employers and all private employers with fewer than 500 employees) must provide to employees in accordance with the Families First Coronavirus Response Act (FFCRA). Specifically, the notice provides employees with relevant information regarding their rights under the Emergency Family and Medical Leave Expansion Act (EFMLA) and the Emergency Paid Sick Leave Act (EPSLA) portions of the FFCRA. The DOL requires covered employers to post the notice in a conspicuous place on their premises. Alternatively, recognizing that many employees are currently teleworking, the DOL has permitted employers to meet the notice requirement by emailing or direct mailing the notice to employees, or posting the notice on an employee information internal or external website. The notice is currently only available in English, and there is no requirement that employers post it in other languages. The notice must be distributed to all current employees and all subsequently hired employees. There is no requirement that employers provide notice to job applicants nor that employers distribute the notice to recently laid-off workers. The FFCRA goes into effect on April 1, 2020.

For your convenience, copies of the FFCRA workplace notices are linked below.

[Employee Rights: Paid Sick Leave and Expanded Family and Medical Leave Under the Families First Coronavirus Response Act \(FFCRA\)](#)

[Federal Employee Rights: Paid Sick Leave and Expanded Family and Medical Leave Under the Families First Coronavirus Response Act \(FFCRA\)](#)

For more information regarding the Families First Coronavirus Response Act, please contact a member of our Labor & Employment team, linked below.

Brooks Pierce is dedicated to keeping our clients fully informed during the COVID-19 crisis. For more information, please visit our [COVID-19 Response Resources](#) page.