



March 19, 2020

To all our valued PEOPLELEASE Clients and Partners,

Assistance for individuals impacted by the coronavirus outbreak became reality the moment President Trump signed H.R. 6201, also known as The Families First Coronavirus Response Act.

In addition to tax credits and free coronavirus testing programs, the resolution aims to increase benefit program funding while stimulating the economy and assisting individuals. We know employers across the country may be concerned about the impact of this unprecedented legislation’s impact.

PEOPLELEASE understands your fears and has outlined some of the most important information about H.R. 6201 below. While we’ve highlighted the main points, we encourage you to read the [entire text of the resolution here](#).

TEMPORARY EXPANSION OF FAMILY AND MEDICAL LEAVE	
H.R. 6201 would require employers with fewer than 500 employees to provide up to 12 weeks of job-protected leave, ten weeks of which would be paid.	
How do you know if an employee is eligible?	<ul style="list-style-type: none"> • Employees must have a “qualifying need” to be eligible • Qualifying need defined: Employee is unable to work (or telework) due to a need for care for the son or daughter under 18 years of age of such employee if the school or place of care has been closed, or the child care provider of such son or daughter is unavailable, due to a public health emergency • Must be employed for at least 30 calendar days (less than the 12-month requirement under current FMLA)
What does it mean for you?	<ul style="list-style-type: none"> • Maximum amount of the paid leave, per employee, limited to no more than \$200 per day or \$10,000 in the aggregate • Employers with fewer than 50 employees may be exempt
How can PEOPLELEASE help you?	<ul style="list-style-type: none"> • PEOPLELEASE can administer your Emergency FMLA benefits
What are your next steps?	<ul style="list-style-type: none"> • Refer to our EMERGENCY FMLA ADMINISTRATION GUIDE for more information • Reach out to your PEOPLELEASE Human Resources Business Partner at hrbp@peoplelease.com for more information about setting up Emergency FMLA benefits for your employees

TEMPORARY PAID SICK LEAVE PROGRAM	
H.R. 6201 requires employers to provide full-time employees with 80 hours of certain emergency paid “sick” leave related to the coronavirus (with special rules for part-time employees).	
How do you know if an employee is eligible?	<p>The paid sick leave could be used in any of the following circumstances, if the employee:</p> <ul style="list-style-type: none"> • Is subject to a federal, state or local quarantine or isolation order related to COVID-19, or • Has been advised by a healthcare provider to self-quarantine due to concerns related to COVID-19, or • Is experiencing symptoms of COVID-19 and seeking a medical diagnosis, or • Is caring for an individual who

	<ul style="list-style-type: none"> ○ Is subject to a federal, state or local quarantine or isolation order related to COVID-19, or ○ Has been advised by a health care provider to self-quarantine due to concerns related to COVID-19, or ● Is caring for a son or daughter whose school or place of care has been closed or the child care provider of such son or daughter is unavailable, due to COVID-19 precautions, or ● Is experiencing any other substantially similar condition specified by the Secretary of HHS in consultation with the Secretary of the Treasury and the Secretary of Labor
What does it mean for you?	<ul style="list-style-type: none"> ● Full-time employees would be entitled to 80 hours of paid leave ● Part-time employees are entitled to “a number of hours equal to the number of hours that such employee works, on average, over a 2-week period.” ● Both the paid and unpaid leave are in addition to existing leave ● Maximum amount of required sick pay per employee is \$511 per day and \$5,110 in the aggregate, with exceptions in the case of leave to care for a family member
How can PEOPLEASE help you?	<ul style="list-style-type: none"> ● We will keep you informed of any changes to the provisions and additional notices issued by the Secretary of Labor ● Should you need to set up emergency unpaid and paid sick leave for your employees, we will provide you with a unique payroll code ● Reporting and tracking of the emergency leave is independent of pre-existing leave
What are your next steps?	<ul style="list-style-type: none"> ● Reach out to your PEOPLEASE Payroll Specialist to set up emergency leave for your payroll

We are committed to providing you with as much helpful information as possible during this time. For additional information about the coronavirus (COVID-19) and business resources, visit the [PEOPLEASE COVID-19 RESOURCE CENTER](#). We monitor and update the page frequently.

As always, please do not hesitate to reach out to me or any member of your PEOPLEASE team if you need assistance.

Stay safe,



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