

FAMILIES FIRST CORONAVIRUS RESPONSE ACT



The **Families First Coronavirus Response Act (FFCRA or Act)** requires state agencies to provide employees with paid sick leave or expanded family and medical leave for specified reasons related to COVID-19. The Department of Labor's (Department) Wage and Hour Division (WHD) administers and enforces the new law's paid leave requirements. These provisions will apply from the effective date of April 1, 2020 through December 31, 2020.

QUALIFYING REASONS FOR EMPLOYEE LEAVE

Under the FFCRA, an employee qualifies for paid sick time if the employee is unable to work (or unable to telework) because the employee:

1. is subject to a Federal, State, or local quarantine or isolation order related to COVID-19
2. has been advised by a health care provider to self-quarantine related to COVID-19
3. is experiencing COVID-19 symptoms and is seeking a medical diagnosis
4. is caring for an individual subject to an order described in (1) or self-quarantine as described in (2)
5. is caring for a child whose school or place of care is closed (or child care provider is unavailable) for reasons related to COVID-19; or
6. is experiencing any other substantially-similar condition specified by the Secretary of Health and Human Services, in consultation with the Secretaries of Labor and Treasury.



NOTICE TO EMPLOYEES

The Wage and Hour Division (WHD) of the U.S. Department of Labor (USDOL), requires notification to employees and that posters or notices be posted in the workplace.

For additional information regarding the Families First Coronavirus Response Act, visit: www.hra.doas.ga.gov/human-resources-administration-covid-19-response

Georgia Department of Administrative Services
Office of Human Resources Administration

