



faqs re new federally-mandated covid-19 leave benefits

MSK Client Alert

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practice areas

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Here is a quick reference guide to the new federal sick and family leave law. Please check back frequently for updates as we provide them.

THE BASICS AND COMMON QUESTIONS: QUESTION ANSWER What is the current status of the law? President Trump signed into law H.R. 6201, the Families First Coronavirus Response Act, on March 18, 2020. When does the law take effect? April 2, 2020 Does the law have an expiration date? December 31, 2020 How does the law affect employers?

There are three main areas where the law impacts some employers:

- Paid Family Leave: Amends the FMLA to require all private employers with fewer than 500 employees to provide leave to workers who need to care for children without school/child care because of COVID-19.
- Paid Sick Leave: Requires all private employers with fewer than 500 employees to pay sick leave to employees who cannot work (or telework) because of government quarantine or isolation orders, they are experiencing symptoms of COVID-19 and seeking a medical diagnosis, because they are caring for someone in quarantine or isolation, or because they need to care for children without school/care because of COVID-19.
- New tax credits for employers required to provide the foregoing benefits (up to applicable caps).

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