

Publications

How the Coronavirus Response Act Affects You

Related Services

Employment Counseling

Labor and Employment

AUTHORED ARTICLE | 3.31.2020

Akilah Craig, an associate in the Vorys Houston office and a member of the labor and employment group, authored an op-ed for the *Houston Business Journal* about the Families First Coronavirus Response Act (FFCRA) and its implications for businesses and their employees.

The article states:

“The Act provides sick and childcare leave, expands Medicaid and unemployment benefits and requires free coronavirus testing. This article focuses on the provisions relating to sick and childcare leave benefits available to employees under the Act.

The Act amends the Family and Medical Leave Act (FMLA) of 1993 for childcare leave necessitated by an emergency declared by a federal state, or local official related to COVID-19. The Act also provides for paid sick leave to employees under qualifying circumstances. One major loophole, however, is that neither the sick or childcare leave provisions applies to private employers that employ 500 or more employees. As such, most large employers are exempt from the Act’s requirements. Both provisions go into effect 15 days after the bill is signed by the President, and automatically terminate on December 31, 2020. These provisions also allow employers to claim tax credits for certain qualified sick pay time and family and medical leave wages paid.

Portions of the Act appear to have been enacted in response to school closures taking place around the country.”

To read the entire article, [click here](#). (Subscription may be required).