



Employers Remember to Take These Steps by April 1, 2020

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Foster Swift Legal Update E-blast

March 31, 2020

Employers covered under the Families First Coronavirus Response Act must post this DOL poster regarding FFCRA Requirements at a conspicuous place on the work premises by April 1, 2020.

https://www.dol.gov/sites/dolgov/files/WHd/posters/FFCRA_Poster_WH1422_Non-Federal.pdf

Employers must designate any critical infrastructure employees and employees performing minimum basic operations in writing under Governor Gretchen Whitmer's Executive Order No. 2020-21 by April 1, 2020.

https://www.michigan.gov/whitmer/0,9309,7-387-90499_90705-522626--,00.html

Employers may make such written designations by electronic message, public website or other appropriate means.

In an effort to provide you with up to date information, below are links to very recent, as well as prior, government publications related to COVID-19. In case you missed it, here is an article on the new DOL guidance excluding workers from federal emergency paid sick leave:

<https://www.fosterswift.com/communications-dol-guidance-coronavirus-sick-leave.html>

U.S. Department of Labor

Below are links to the March 24, 2020 DOL publications related to COVID-19:

- **DOL Fact Sheet for Employers:**
<https://www.dol.gov/agencies/whd/pandemic/ffcra-employer-paid-leave>
- **DOL Fact Sheet for Employees:**
<https://www.dol.gov/agencies/whd/pandemic/ffcra-employee-paid-leave>
- **DOL Questions and Answers:**
<https://www.dol.gov/agencies/whd/pandemic/ffcra-questions>
- **DOL Field Assistance Bulletin Regarding Good Faith Employers:**
<https://www.dol.gov/agencies/whd/field-assistance-bulletins/2020-1>

U.S. Department of Homeland Security

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Below are links to the March 28, 2020 updates and guidance published by the U.S. Department of Homeland Security related to critical infrastructure workers.

U.S. Department of Homeland Security Memorandum on Identification of Critical Infrastructure Workers During COVID-19 Response
(Originally published March 19, 2020 and updated on March 28, 2020)

<https://www.cisa.gov/publication/guidance-essential-critical-infrastructure-workforce>

Other

Below are other useful government resources related to COVID-19:

- **Families First Coronavirus Act**
- **Governor Gretchen Whitmer's Executive Order 2020-21:**
https://www.michigan.gov/whitmer/0,9309,7-387-90499_90705-522626--,00.html