



SOUTHWEST REGIONAL COUNCIL OF CARPENTERS

Representing Carpenters in Southern California, Nevada, Arizona, Utah, New Mexico, and Colorado

Pete Rodriguez
President

Dan Langford
Executive Secretary-Treasurer/CEO

Frank Hawk
Vice President

A Message on the Families First Coronavirus Response Act:

As a part of the Union's partnership with its Contractors, we wanted to provide you with the information that you will need to respond to, and comply with, the Families First Coronavirus Response Act. Beginning April 1, the Act will establish an additional ground for an employee that has more than 30 days of service with an employer to seek leave under the Family and Medical Leave Act and six different reasons for an employee, regardless of the length of their service with an employer, to request sick leave from their employer. Attached to this communication is a flyer that lays out the basic requirements of the Act, which applies to employers with less than 500 employees.

When a Contractor has granted leave to an employee under the Act, the Contractor should contact the Carpenters' Trusts to report the leave. The Trust will establish a special reporting form to be submitted on a monthly basis for employees taking leave. During an employees' period of leave, a contractor will only be required to pay Health and Welfare contributions on that employee, no other benefit contributions will be collected.

If you have granted leave to an employee under the act please contact EmployerServices@carpenterssw.org or (213) 386-8590 ext.116.

For questions about the impact of this virus on our agreements, please see our Contractor FAQs at <https://www.swcarpenters.org/covid19/>.

Fraternally,

Dan Langford
Executive Secretary-Treasurer
Southwest Regional Council of Carpenters

SOUTHWEST REGIONAL COUNCIL

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EMPLOYEE RIGHTS

PAID SICK LEAVE AND EXPANDED FAMILY AND MEDICAL LEAVE UNDER THE FAMILIES FIRST CORONAVIRUS RESPONSE ACT

The **Families First Coronavirus Response Act (FFCRA or Act)** requires certain employers to provide their employees with paid sick leave and expanded family and medical leave for specified reasons related to COVID-19. These provisions will apply from April 1, 2020 through December 31, 2020.

▶ PAID LEAVE ENTITLEMENTS

Generally, employers covered under the Act must provide employees:

Up to two weeks (80 hours, or a part-time employee's two-week equivalent) of paid sick leave based on the higher of their regular rate of pay, or the applicable state or Federal minimum wage, paid at:

- 100% for qualifying reasons #1-3 below, up to \$511 daily and \$5,110 total;
- $\frac{2}{3}$ for qualifying reasons #4 and 6 below, up to \$200 daily and \$2,000 total; and
- Up to 12 weeks of paid sick leave and expanded family and medical leave paid at $\frac{2}{3}$ for qualifying reason #5 below for up to \$200 daily and \$12,000 total.

A part-time employee is eligible for leave for the number of hours that the employee is normally scheduled to work over that period.

▶ ELIGIBLE EMPLOYEES

In general, employees of private sector employers with fewer than 500 employees, and certain public sector employers, are eligible for up to two weeks of fully or partially paid sick leave for COVID-19 related reasons (see below). *Employees who have been employed for at least 30 days* prior to their leave request may be eligible for up to an additional 10 weeks of partially paid expanded family and medical leave for reason #5 below.

▶ QUALIFYING REASONS FOR LEAVE RELATED TO COVID-19

An employee is entitled to take leave related to COVID-19 if the employee is unable to work, including unable to **telework**, because the employee:

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| <ol style="list-style-type: none">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); | <ol style="list-style-type: none">5. is caring for his or her child whose school or place of care is closed (or child care provider is unavailable) due to COVID-19 related reasons; or6. is experiencing any other substantially-similar condition specified by the U.S. Department of Health and Human Services. |
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▶ ENFORCEMENT

The U.S. Department of Labor's Wage and Hour Division (WHD) has the authority to investigate and enforce compliance with the FFCRA. Employers may not discharge, discipline, or otherwise discriminate against any employee who lawfully takes paid sick leave or expanded family and medical leave under the FFCRA, files a complaint, or institutes a proceeding under or related to this Act. Employers in violation of the provisions of the FFCRA will be subject to penalties and enforcement by WHD.



WAGE AND HOUR DIVISION
UNITED STATES DEPARTMENT OF LABOR

For additional information
or to file a complaint:
1-866-487-9243
TTY: 1-877-889-5627
dol.gov/agencies/whd



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