

PAID SICK TIME AND EXPANDED FMLA NOTICE REQUIREMENTS - DOL'S MODEL NOTICE PUBLISHED LEAVE FOR CHILD CARE MARCH 27, 2020

By **Molly Ryan**

Every private employer covered by the new Families First Coronavirus Response Act (i.e., private sector employers with fewer than 500 employees) must post in conspicuous places in the workplace a notice of the paid sick time and expanded FMLA rights. According to the DOL's published guidance, an employer may satisfy the notice requirement by emailing or direct mailing the notice to current employees, or posting it on an employee information internal or external website. The notice - like other required federal notices - may not be put in a "binder." Employers are not required to provide the notice to job applicants, but they must provide the notice to new hires, either by email, direct mail, or posting it on the premises or on an employee information internal or external website. The notice must be either the one prepared by the Department of Labor (DOL), or one approved by the DOL. The DOL's model notice was published on March 25, 2020, and may be found here.

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