

NCPA member summary of the *Families First Coronavirus Response Act*

Summary of pertinent issues for small business community and long-term care pharmacists contained in the *Families First Coronavirus Response Act* (FFCRA) that President Trump signed into law on March 18, 2020. **FFCRA takes effect April 2, 2020** and expires December 31, 2020.

NCPA advocacy at work for you

NCPA successfully lobbied for a broad exemption for health care providers (HCP) from burdensome paid sick leave and Family and Medical Leave Act (FMLA) requirements. NCPA is working to get explicit clarification from the Department of Labor to include registered pharmacists and pharmacies as HCP exempt from these requirements.

NCPA successfully lobbied to restrict FMLA for only childcare purposes if an employee's child's school/place of care has closed or childcare is unavailable due to coronavirus.

NCPA successfully backed language that exempts small business with fewer than 50 employees from FMLA requirements when it would jeopardize the viability of the business.

FFCRA requires employers with 500 or fewer employees^{1,2} provide eligible employees with:

- **Two weeks of paid sick time at the employee's regular rate of pay** while the employee is quarantined, self-quarantined, or experiencing COVID-19 symptoms and seeking diagnosis;
- **Two weeks of paid sick time at two-thirds the employee's regular rate of pay** while caring for an individual subject to quarantine or self-quarantine, caring for a child whose school or childcare provider is closed or unavailable for reasons related to COVID-19, or experiencing a substantially similar condition³; and
- **An additional 10 weeks of paid family leave at two-thirds the employee's regular rate of pay** to care for a child whose school or childcare provider is closed or unavailable for reasons related to COVID-19.

HCP are exempt from the above provisions. **NCPA is working with the Secretary of Labor for explicit inclusion of pharmacists and pharmacies under the HCP exemption.** **NCPA is also working with the Secretary of Labor to exempt small businesses with fewer than 50 employees** from these provisions when compliance would jeopardize the viability of the business. **These guidelines will be issued by the Secretary no later than 15 days from enactment (by April 2, 2020).**

Click [here](#) for more details regarding employer and employee requirements under FFCRA.

¹ The company, not just the location, must have fewer than 500 employees.

² Employers with more than 500 employees have no obligations under FFCRA but must still: 1) comply with obligations under state/local paid sick leave or paid family and medical leave laws; 2) and administer sick or paid time off or paid leave provided under company policies.

³ As specified by the Secretary of Health and Human Services in consultation with the Secretaries of the Treasury and Labor