



**Labor Relations  
Service**

**MEMORANDUM**

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**TO:** Labor Relations Service Participating Districts

**FROM:** Lynda M. VanCoske, Esq. *LMV*

**DATE:** April 1, 2020

**SUBJECT:** Families First Coronavirus Response Act

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**The Families First Coronavirus Response Act (FFCRA)**

The Families First Coronavirus Response Act (hereinafter referred to as “FFCRA”) is a newly enacted federal law to address employee’s use of leave time in relation to the COVID-19 pandemic. There are two (2) components of the FFCRA, the Emergency Family and Medical Leave Expansion Act (hereinafter referred to as “EFMLA”) and the Paid Sick Leave Act (hereinafter referred to as “PSLA”). These new laws apply to public sector employers including public school districts. These laws are effective April 1, 2020 and will sunset on December 31, 2020, unless extended by further legislation.

The district is required to post a notice of the employee’s rights under these new laws. The United States Department of Labor (DOL) has created a model posting that can be accessed at [https://www.dol.gov/sites/dolgov/files/WHD/posters/FFCRA\\_Poster\\_WH1422\\_Non-Federal.pdf](https://www.dol.gov/sites/dolgov/files/WHD/posters/FFCRA_Poster_WH1422_Non-Federal.pdf). This notice must be posted to the district’s internal website for view by staff. When the school buildings are reopened, the notice must be posted in the same place as all the current mandated federal and state labor law posters.

The DOL continues to augment the questions and answers document to provide guidance and interpretation of these new laws. We have been working on a memo to analyze these new laws in addition to the New York State law. Since the DOL just added new questions and answers yesterday, we will be sending out additional guidance later this week.

Please do not hesitate to email us with any questions.