



Demystify FFCRA and HFWA Leave and Sick Pay Laws

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My employee has COVID symptoms... What happens next?!

1. Send the employee home immediately
2. Employee seeks medical diagnosis
3. If positive, communicate with exposed employees—*confidentially!*
4. Provide paid sick time if applicable

Comparison: *Families First & Healthy Families*

FFCRA	HFWA
Federal	Colorado
Effective 4/1/20 to 12/31/20	Effective 7/15, 1/1/21 and 1/1/22
Less than 500 employees	All Colorado employees
Tax credits	Employer paid
Leave due to childcare 2 weeks unpaid + 10 weeks at 2/3 pay (cap \$200/day)	N/A
Sick Leave 2 weeks (10 days) paid for COVID: 100% pay for self (cap at \$511/day) 2/3 pay for caregiver (cap at \$200/day)	Sick Leave <u>Through 12/31/20</u> : All employers regardless of size <u>1/1/21</u> : 16+ EEs provide 6 days <u>1/1/22</u> : All ERs provide 6 days

Employer Responsibilities

1. Communicate to Employees (\$100 fine)
2. Distribute/Post Posters (\$100 fine)
3. Define Request Process
4. Confirm Tracking Mechanisms (and keep records 2 years)
5. Plan for Reporting and Accounting Records for Quarterly Filing

Questions?

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