

# EMERGENCY LEAVES UNDER THE FAMILIES FIRST CORONAVIRUS RESPONSE ACT



## IMPORTANT DETAILS

\* The employer threshold will apply to employers who employ fewer than 500 employees as of April 1, 2020.

\*\* Employers with fewer than 25 employees do not have to reinstate an employee to the same or equivalent position if the requirements would jeopardize the viability of the business as a going concern. Refusing to restore requires the following: the position does not exist when the employee returns because of the public health emergency; the employer tries to find a position to return the employee to at the end of the leave; and the employer makes reasonable efforts for 1 year after leave to return the employee to work if a position becomes available.

