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## Employers Must Post Notice of Employee Rights Under the Families First Coronavirus Response Act

By Alexander Bogdan

The United States Department of Labor has published a notice of employee rights under the Families First Coronavirus Response Act (FFCRA) that all covered employers must post and make available to employees.

To access the employee rights notice, [click here](#).

The Department of Labor has also published a series of frequently asked questions concerning the notice, which can be accessed [here](#).

As summarized in a previous [alert](#), the FFCRA requires employers of less than 500 employees to provide certain paid leave benefits to employees affected by COVID-19. The FFCRA is effective as of April 1, 2020.

### Notice Posting Requirements

Covered employers must publish the notice in a conspicuous place on their premises. An employer may satisfy this requirement by emailing or direct mailing this notice to employees or by posting the notice on an internal or external employee information website. The notice must also be provided to new hires, either by email, direct mail, or by posting the notice on the premises or on an internal or external employee information website. However, according to the Department of Labor, the notice does not need to be provided to recently laid off employees nor to job applicants prior to hiring.

There is no requirement that the notice be published in languages other than English. The Department of Labor is working on translating the notice into other languages. If the notice will be displayed on the employer's premises, it must be displayed in a conspicuous place where employees will see it. If an employee reports to a main office before going off to work at different work site locations, so long as the employees are able to see the notice at the main office it is not necessary to display the notice at all work sites.

Employers who are covered by FFCRA should take immediate steps to post this new notice in the workplace in a conspicuous area, distribute it to their employees via e-mail, and/or post it on their employee websites.

For more information about this alert, please contact Carolyn D. Richmond at [crichmond@foxrothschild.com](mailto:crichmond@foxrothschild.com) or 212.878.7983, Glenn S. Grindlinger at [ggrindlinger@foxrothschild.com](mailto:ggrindlinger@foxrothschild.com) or 212.905.2305, Alexander W. Bogdan at [abogdan@foxrothschild.com](mailto:abogdan@foxrothschild.com) or 212.878.7941, or any member of the firm's national Labor & Employment Department.