DOL Publishes Guidance on Paid Sick/Expanded/Medical Leave Under the Families First Coronavirus Response Act

The U.S. Department of Labor’s Wage and Hour Division (WHD) published guidance on Tuesday to provide information to employees and employers about how each will be able to take advantage of the protections and relief offered by the Families First Coronavirus Response Act (FFCRA) when it takes effect on April 1, 2020.

The guidance – provided in a Fact Sheet for Employees, a Fact Sheet for Employers and a Questions and Answers document – addresses critical questions, such as how an employer must count the number of their employees to determine coverage; how small businesses can obtain an exemption; how to count hours for part-time employees; and how to calculate the wages employees are entitled to under this law.

WHD provides additional information on common issues employers and employees face when responding to COVID-19, and its effects on wages and hours worked under the Fair Labor Standards Act.
Act and job-protected leave under the Family and Medical Leave Act at [https://www.dol.gov/agencies/whd/pandemic](https://www.dol.gov/agencies/whd/pandemic).

Also, the IRS released a set of FAQs related to the delay in 2019 tax payments and tax filing deadline to July 15, 2020.

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**MFTI Letter to Governor Parson on Essential Services**

The Missourians for Transportation Investment (MFTI) prepared and sent a letter to Governor Parson yesterday with a simple message: "thank you for keeping Missouri businesses open, and if a decision is made to close non-essential businesses, Missouri engineering, design, construction, mining, and manufacturing jobs are essential." The letter explains in detail the importance of keeping our businesses open and that our work supports the front lines of the crisis.

Stopping our work will have significant, unintended consequences, and contractual implications for not only those on the front line but also for our economy. Work stoppages in this industry will reverberate through financial markets and unwind a network of contracting and employment issues. It is important that Governor Parson allows our industry to continue to do the important work of supporting our front lines and caring for Missouri.

To see the letter sent to Governor Parson, click [HERE](https://www.mfti.org/press-releases/).

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**COVID-19 Legislation & What Employers Need to Know**

ACEC hosted a webinar on March 24th on COVID-19 Legislation: What Employers Need to Know. The webinar covered employer-related provisions in HR 6201 as amended on emergency leave, emergency sick leave, and the payroll tax credits for employers that are required to provide the leave. If you missed the webinar, ACEC has provided a FREE recording of the session.

If you are interested in streaming the recording of yesterday’s online class, click on the following link: [https://secure.icohere.com/ACECWebinars?pnum=VIO68330](https://secure.icohere.com/ACECWebinars?pnum=VIO68330).

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**Get Your P&C Coronavirus Questions Answered**

Coverages, Claims Instructions, Regulatory Updates, and More

More unfolds every day as our government, our industry, and our global market continues to react to an unprecedented pandemic. Knowing there’s a lot of information to unpack every week, EPIC subject matter experts Larry Reback, James Dunn, and Jacqueline Beaudet are sitting down to record a dynamic and conversational presentation to help answer your most immediate concerns. The release date for this is March 26th. In the meantime, send us your questions.

[SUBMIT QUESTIONS HERE](#)

In addition to answering your questions, this presentation will cover:
Missouri State Agency News on COVID-19

As things continue to evolve with COVID-19, we want to keep you in the loop of any policies coming from state agencies. Below is information we have received and as we get information from other state agencies, we'll be sure to send updates to our members.

Missouri Department of Transportation (MoDOT)
MoDOT has a plan in place that is designed to keep critical functions going. They are encouraging social distancing and remote working to reduce personal contact as much as possible, so in person meetings will be reduced. When possible, they will use videoconferencing and teleconferencing to conduct business. They are also limiting travel when and where practical. At this time, they are continuing the design and construction of the state's road and bridge projects. In addition, they intend to proceed with future bid openings. To reduce personal contact, they will conduct all pre-bid and pre-construction meetings virtually (video or teleconference) until further notice. To see detailed information on this plan or to contact MoDOT, please click HERE. MoDOT has also put together a COVID-19 briefing on their website.

St. Louis Board of Public Service (BPS)
The St. Louis Board of Public Service is operating in accordance with CDC. No visitors will be allowed in BPS's offices. There will be no face-to-face meetings unless they are approved by BPS. Their meetings will either be virtual or by teleconference. For updated COVID-19 information from BPS, click HERE.

St. Louis County
The St. Louis County is working remotely to the extent possible. They executed a shelter-at-home directive that requires people to work from home to the extent possible. St. Louis County Transportation is considered essential and will remain available by working remotely or in shifts to assist with social distancing. They are adding VPN access to allow more people to work from home. Signing of documents is a challenge due to multiple signatures required but they are working on new processes to help this. Invoice processing is continuing with new internal processes due to people working from home. RFQs will continue as planned. Bid openings will be a challenge because they require three people present. They have no imminent openings. This could become an issue depending on the length of the current situation. For up-to-date information on COVID-19 from St. Louis County, click HERE.

More Results of ACEC COVID-19 Business Impact Survey

ACEC recently sent a COVID-19 Business Impact Survey and last week we included the results of that survey in this update. ACEC has now put together a further breakdown of that survey and you can see the breakdown HERE. They are sending out the survey again today and will include more questions. Once we have the results from the new survey, we'll include that in the next update.
Navigating State Limitations on Business Activity

On Monday, the ACEC Business Insurance Trust (BIT) published a Greyling Brief to assist clients in navigating the limitations and restrictions states and local governments are placing on business activity. For employees traveling outside their homes for work in any restricted jurisdictions, Greyling recommends providing them with a written authorization – preferably countersigned by the relevant client or contractor requesting or permitting an on-site activity – setting forth the parameters of work outside of the home. The ACEC BIT has included a sample written authorization in the brief to further assist you.

Also, late last week we included a link to a Greyling Brief on insurance coverage issues related to the coronavirus pandemic. To see this complete report, click HERE. EPIC Brokers is also providing weekly updates you can read on their website.

Coronavirus Resource Document Updated

ACEC put together and updated a Coronavirus Resource Document. The document includes the following information: Sources; COVID-19 Related News Resources; Global Snapshot from the World Health Organization; COVID-19 Statistics; Regional COVID-19 Statistics; Association Travel Policies; Conventions and Event Status for Groups and Associations; Survey of Other Cancelled Conferences and Events; and Federal Action on Coronavirus. To see this detailed document, click HERE. ACEC updates their website on a regular basis so please check that often.