TO: All Employees

FROM: Rob Nadeau

Re: Families First Coronavirus Response Act

Date: March 30, 2020

As you are aware, the Families First Coronavirus Response Act (the “Act”) was recently enacted providing paid sick leave and Emergency Family Medical Leave to employees. The effective date of the Act is April 1, 2020.

Because MCCS is endeavoring to provide full pay and benefits to all employees, the Act should not have a direct impact on you or the benefits you are receiving.  However, if you have questions concerning the Act or the benefits available to you as an MCCS employee, we encourage you to reach out with your questions.   As President Daigler and each of the college presidents have made clear, the health and safety of our students and employees is the primary concern of the System, and we wish to continue to be supportive during this unprecedented situation.

Please keep in mind the Act is very complex, and additional guidance and regulations will be released by the US Department of Labor I believe in April. Thank you for your patience and understanding.

Under the Act employers are obligated to provide workplace notices informing employees of this legislation. The US DOL has provided a detailed poster, a link to which follows:

<https://www.dol.gov/sites/dolgov/files/WHD/posters/FFCRA_Poster_WH1422_Non-Federal.pdf>

In addition, this link will be posted on the [MyMCCS/HR/HR Homepage/Required Workplace Posters](https://mymccs.me.edu/ICS/HR/HR_Home.jnz?portlet=Required_Workplace_Posters) webpage and on the MCCS COVID-19 webpage and will be physically posted at each college as soon as is practicable. A pdf of the poster is also attached to this email.

We will continue to monitor DOL guidance.