



March 25, 2020

DEALERSHIP INFORMATIONAL ADVISORY
COVID-19 UPDATE #6

**LATEST CORONAVIRUS UPDATES -
DEPARTMENT OF LABOR PUBLISHES
GUIDELINES FOR FAMILIES FIRST ACT**

**U.S. DEPARTMENT OF LABOR PUBLISHES GUIDANCE EXPLAINING PAID
SICK LEAVE AND EXPANDED FAMILY AND MEDICAL LEAVE UNDER THE
FAMILIES FIRST CORONAVIRUS RESPONSE ACT**

The U.S. Department of Labor issued its first round of guidance related to the new Families First Coronavirus Response Act. I would strongly encourage all dealers to take some time and review the highlighted links as they provide a number of answers to many of your questions 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 following is taken directly from the U.S. Department of Labor release: FFCRA will help the United States combat and defeat COVID-19 by giving all American businesses with fewer than 500 employees funds to provide employees with paid leave, either for the employee's own health needs or to care for family members. The legislation will ensure that workers are not forced to choose between their paychecks and the public health measures needed to combat the virus while at the same time reimbursing businesses.

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.

“Providing information to the American workforce is a top priority for the Wage and Hour Division,” said Administrator Cheryl Stanton. “With so many workers and so many employers struggling to find their way in these trying conditions, providing guidance on a rolling basis will allow workers and businesses to prepare for the law to go into effect on April 1, 2020. We remain committed, and are working around the clock to provide the information and tools for employees and employers alike.”

The guidance announced today is just the first round of information and compliance assistance to come from The Wage and Hour Division. A workplace poster required for most employers will be published later this week, along with additional fact sheets and more Q&A.

The Wage and Hour Division 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 and job-protected leave under the Family and Medical Leave Act at <https://www.dol.gov/agencies/whd/pandemic>. For further information about COVID-19, please visit the U.S. Department of Health and Human Services’ Centers for Disease Control and Prevention.

AADA WORKING TO ENSURE DEALERSHIPS SALES AND SERVICE CONSIDERED ESSENTIAL BUSINESS

As a reminder, AADA continues to work with the Governor's office to ensure that in the event of additional business closures dealers’ sales and service departments will be considered essential and allowed to remain open. We sent the following letter yesterday, AADA follow-up letter to Governor, in this effort. It is important to note that Governor Hutchinson has continued to maintain there will be not further business closures. AADA commends the Governor for taking this pragmatic and steady position of leadership while considering the need for maintaining public safety and the economic impact this pandemic is taking on business.

AADA TO DEVELOP BEST PRACTICES EXAMPLES FOR DEALERSHIPS

All over Arkansas, dealers are implementing strategies to ensure the safety of employees and customers. These stories need to get out to the public and our leaders. Please send me any information, videos, or efforts your dealerships are taking so we can make sure these examples are available to everyone.

AADA WORKING ON A FAQ BULLETIN

As we all attempt to understand how the new federal law on Family Medical Leave and Emergency Personal Leave will impact each of your businesses, AADA is working with experts to put together a FAQ guide that all dealers will be able to use as a resource. As soon as this is available, we will send it out. In the meantime please do not hesitate to call me if you have any questions.

ADDITIONAL AND HELPFUL INFORMATION

For additional information related to maintaining your dealership as safe, we would recommend monitoring updates from the CDC, [link](#) ,and OSHA, [link](#). Please go to our website for links to information your dealership needs at [AADA coronavirus update](#).

AADA will work to keep you updated on this situation, but a firm commitment to maintaining a safe and clean work environment for your employees and customers will help you navigate this health crisis.

If you have any questions about this bulletin please don't hesitate to call, 501-372-2596, or email Greg Kirkpatrick greg@arkautodealers.com.