



March 26, 2020

DEALERSHIP INFORMATIONAL ADVISORY
COVID-19 UPDATE #7

**FAMILIES FIRST CORONAVIRUS RESPONSE ACT -
ADDITIONAL INFORMATION FROM NADA**

In the previous advisory we provided you with Department of Labor information related to the new Emergency Paid Sick Leave and the Emergency Family Medical Leave Expansion Act. As we mentioned, the requirements of this new Act are effective April 1, 2020. NADA also provided additional guidance for dealers, [CLICK HERE](#).

**INFORMATION ON THE NEW FEDERAL STIMULUS PACKAGE WILL
BE AVAILABLE SOON**

The U.S. Senate approved a federal stimulus plan late last night, and the House of Representatives is expected to consider this bill on Friday, March 27. AADA will work to get you information on this bill as soon as it is available.

GOVERNOR CALLS SPECIAL SESSION

Gov. Asa Hutchinson summoned the Arkansas General Assembly for a special session, starting Thursday afternoon at 1 p.m. to consider a bill that would authorize him to use \$173 million in surplus funds to help fill budget gaps and other needs triggered by the coronavirus pandemic. The Legislature is taking extraordinary measures to prevent the spread of coronavirus with the 100 House members situated apart from each other in the stands at the Jack Stephens Center at the University of Arkansas at Little Rock, and the 35 senators in their end of the state Capitol, but with some members spread out on the Senate floor and into the galleries. It should also be noted that for health reasons, the sessions will be closed to the public. AADA will monitor the proceedings by videostream, and update dealers as necessary.

**FAMILIES FIRST CORONAVIRUS RESPONSE ACT -
NEW POSTER REQUIREMENT**

The new Families First Coronavirus Response Act requires employers to display a poster explaining provisions of the law to their employees. Please [CLICK HERE](#) for a copy of the poster. The poster must be displayed from April 1, 2020 to December 31, 2020.

The following are important questions and answers concerning displaying the poster supplied by the U.S. Department of Labor:

Where do I post this notice? Since most of my workforce is teleworking, where do I electronically "post" this notice?

Each covered employer must post a notice of the Families First Coronavirus Response Act (FFCRA) requirements in a conspicuous place on its premises. An employer may satisfy this requirement by emailing or direct mailing this notice to employees, or posting this notice on an employee information internal or external website.

Do I have to post this notice in other languages that my employees speak? Where can I get the notice in other languages?

You are not required to post this notice in multiple languages, but the Department of Labor (Department) is working to translate it into other languages.

Do I have to share this notice with recently laid-off individuals?

No, the FFCRA requirements explained on this notice apply only to current employees.

Do I have to share this notice with new job applicants?

No, the FFCRA requirements apply only to current employees. Employers are under no obligation to provide the notice of those requirements to prospective employees.

Do I have to give notice of the FFCRA requirements to new hires?

Yes, if you hire a job applicant, you must convey this notice to them, either by email, direct mail, or by posting this notice on the premises or on an employee information internal or external website.

If my state provides greater protections than the FFCRA, do I still have to post this notice?

Yes, all covered employers must post this notice regardless of whether their state requires greater protections. The employer must comply with both federal and state law.

I am a small business owner. Do I have to post this notice?

Yes. All employers covered by the paid sick leave and expanded family and medical leave provisions of the FFCRA (i.e., certain public sector employers and private sector employers with fewer than 500 employees) are required to post this notice.

How do I know if I have the most up-to-date notice? Will there be updates to this notice in the future?

The most recent version of this notice was issued on March 25, 2020. Check the Wage and Hour Division's website or sign up for Key News Alerts to ensure that you remain current with all notice requirements: www.dol.gov/agencies/whd.

I am running out of wall space. Can I put the required notices in a binder that I put on the wall?

No, you cannot put federal notices in a binder. Generally, employers must display federal notices in a conspicuous place where they are easily visible to all employees-the intended audience.

AADA WORKING TO PROMOTE DEALER BEST PRACTICES

As we mentioned in the previous bulletin, AADA is working to promote dealer best practices. As you get guidance from your manufacturers or take your own initiative please let us know the measures you are taking to ensure the safety of employees and customers. These stories need to get out to the public and our leaders.

ADDITIONAL AND HELPFUL LINKS

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.