



31 March 2020

Re: Frequently Asked Questions for Coronavirus Response Legislation:  
Families First Coronavirus Response Act (FFCRA) and the  
Coronavirus Air, Relief, and Economic Security Act (CARES Act)

Dear Natural Stone Institute Member,

Our friends at the [WFCA](#) share a legal summary of the **883-page CARES Act**. The following [F.A.Q. for Coronavirus Response Legislation](#) is a useful tool to navigate the information.

**Noted in the F.A.Q. page: You Cannot Furlough and Then Rehire Employees to Avoid Leave Obligations**

The **Families First Coronavirus Response Act (FFCRA)** requires employers to provide two weeks of paid sick leave to employees unable to work because of a quarantine order, falling ill with coronavirus, taking care of an individual ill with the virus, or their children's schools and daycare centers are closed. The Act also require ten weeks of family leave if child's school is closed or childcare provider is unavailable due to coronavirus. The FFCRA applies to employees furloughed after the April 1, 2020, the effective date of the Act. If an employee is sent home before April 1, 2020, the paid sick and family leave requirement in the FFCRA did not apply. NOTE: these provisions apply to employers with fewer than 500 employees. Also, employers with less than 50 employees may apply for an exemption if they can demonstrate a hardship.

Last Friday, Congress passed, and the President signed the **Coronavirus Aid, Relief, and Economic Security (CARES) Act**, which expanded the leave coverage.

Specifically, the CARES Act provides that, if an employee is furloughed or terminated after March 1, 2020 and then rehired, the obligations for paid leave come back in effect. As a result, if the rehired employee subsequently becomes eligible for FFCRA paid leave, the employer must provide the leave. This prevents an employer from avoiding the FFCRA's paid leave mandate by furloughing or terminating an employee before the April 1, 2020 effective date of the FFCRA and then immediately rehiring them. If not rehired, however, then the leave is required only for employees furloughed or terminated after April 1, 2020.

Again, our sincere thanks to our Association coalition and all their efforts.

We will keep you posted as we learn more. More resources available online at [www.naturalstoneinstitute.org/covid19](http://www.naturalstoneinstitute.org/covid19).

A handwritten signature in black ink, appearing to read "JAH", is positioned above the typed name of the sender.

James A. Hieb, CAE  
Chief Executive Officer  
Natural Stone Institute