



Urgent Update

To: SimpleHR Clients
From: Human Resources
Date: March 16, 2021
Re: Updates for COVID-19 Relief Bill

The Families First Coronavirus Response Act (FFCRA), provided certain workers with COVID-19-related paid sick leave and paid leave for child care, which expired on Dec. 31, 2020. Although employers are no longer required to offer such leave, Congress extended the tax credit in prior legislation for employers that voluntarily continued to offer it through March 31, 2021.

Update: On March 10, Congress passed the latest round of COVID-19-related legislation, which will provide additional relief to workers and employers through tax credits. This new legislation will become law on April 1, 2021 as it applies to extension of the FFCRA and again allows fully refundable credits against payroll taxes to compensate employers and self-employed people for coronavirus-related paid sick leave and family and medical leave.

Notable updates to the FFCRA:

- The act increases the limit on the credit for paid family leave to \$12,000.
- The paid leave credits will be allowed for leave that is due to a COVID-19 vaccination.
- The limitation on the overall number of days taken under the original FFCRA will reset after March 31, 2021.

SimpleHR will continue to track FFCRA leave through September 30, 2021 as long as it is reported through payroll. Clients should remember that the extension of this law does not mandate compliance with a request for leave under the EPSLA or the EFMLA. This will remain a voluntary benefit.

If you have any questions or concerns, please contact our Human Resources Department at: (850) 650-9935.