



## IBEW-NECA Service Center

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April 17, 2020

To all Signatory Employers:

Re: Required Employer Obligations Under Recent COVID-19 Legislation

As you are likely aware, the Families First Coronavirus Response Act (FFCRA) requires certain employers to provide their employees with paid sick leave and expanded family medical leave for specified reasons related to COVID-19 (Coronavirus). The paid leave provisions apply from April 1, 2020 through December 31, 2020 and apply to employers with less than 500 employees nationwide:

- (1) **Emergency Paid Sick Leave (EPSL)** – up to two weeks (80 hours, or part time employee two week equivalent). All impacted employees are eligible for EPSL.
- (2) **Expanded Family Medical Leave (EFMLA)** – up to 12 weeks of Family Medical Leave (the first two weeks unpaid run concurrent with the EPSL and 10 more weeks with pay) related to the need to care for a child in connection with Coronavirus related closing of a school or childcare facility. Employees with 30 days or more of employment are eligible for EFMLA.

### **What contributions are due on EPSL and EFMLA?**

- (1) Health and Welfare contributions are due on all reported EPSL and EFMLA.
- (2) NEBF contributions are due on all reported EPSL and EFMLA.
  - **It is important to note**, based on our current understanding of the law, all other local fringe benefits (except Health and Welfare), and contributions to the Administrative Fund (including the Substance Abuse program) are NOT required for EPSL and EFMLA payments. The St. Louis Chapter NECA has also determined the 1% NECA Service Charge shall be waived for EPSL and EFMLA through June 15, 2020. You will be notified of any further changes.
  - Employers will be required to file a separate online report for EPSL and EFMLA.

Should you have any questions relative to this letter or if we may be of service, please call this office.

Sincerely,

Corey J. Wirth, CEBS  
Executive Director