

Reality is the leading cause of stress among those in touch with it. ~ Lily Tomlin

Today's Top Three Things to Know:

1. Families First Coronavirus Relief Act (FFCRA) Effective Today

The Families First Coronavirus Response Act (FFCRA or Act) requires certain employers (including Fairfax County Government) to provide their employees with paid sick leave and expanded family and medical leave for specified reasons related to COVID-19. These provisions will apply from April 1, 2020 through December 31, 2020.

- a. More info available on the Department of Labor website (<https://www.dol.gov>)
- b. Click [HERE](#) to access FFCRA-specific poster.
- c. The County has already put up to four weeks of administrative leave—pandemic in place, but when that runs out (employees have until April 26 to use the leave) we will transition to FFCRA

2. Admin Leave – Pandemic (L202)

Question received about the use of Admin Leave – Pandemic (L202):

- a. Admin Leave – Pandemic (L202) MAY NOT be used for military deployment. Employees are eligible to use Military Leave (L215). In addition, employees may be eligible to participate in the military pay differential program. Please see the Payroll Division website for additional information.
- b. Employees must specify the condition that qualifies them for the leave, just as they would any other leave request.

3. Dependent Care Flexible Spending Accounts

No exception has been made regarding summer camps that would serve as a qualifying event for employees wanting to change their Dependent Care Flexible Spending Account deductions.

- a. Summer camp: At this time, the recommendation is to contact the camp directly. If the camp can provide an email that it's not likely to be in operation, that can be used as backup. If a cancellation notice is not available, please wait until a confirmed cancellation is available.
- b. FCPS hasn't announced cancellation at this time.

Information and Training Resources:

- [Coronavirus FairfaxNET](#) webpage for employees
- [Coronavirus FAQs FairfaxNET \(All Items\)](#) or [\(Most Recent\)](#)
- [Center for Disease Control](#) website
- [Fairfax County Emergency](#) blog
- [Fairfax County Health Dept](#) website
- [Department of Labor](#) (<https://www.dol.gov/agencies/whd/pandemic>) Info on FFCRA
- [Employee U](#); To ensure you are receiving information regarding virtual training sessions, register for all training through Employee U. Login using your County email address; Password is County password