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NOTICE TO EMPLOYEES

FAMILIES FIRST CORONAVIRUS RESPONSE ACT (FFCRA): Exemption Waiver Paid sick leave or expanded family and medical leave (childcare)

This notice is to inform all TRS Mechanical employees that sick pay for lack of childcare is not available from TRS Mechanical as per the FFCRA and Department of Labor (DOL) guidelines. More information will be provided when additional guidance for waiver certification is released.

We hope that this does not create an inconvenience for any of our team. Please contact your manager if this exemption will negatively impact you. TRS is committed to help any way we can to reduce the impact of the challenges associated with this pandemic.

TRS Mechanical meets the DOL criteria for companies with less than 50 employees to waive sick pay for childcare (described below).

***Reason for leave;** #5 is caring for a child whose school or place of care is closed (or childcare provider is unavailable) for reasons related to COVID-19*

***Description of leave** employees taking leave shall be paid at 2/3 their regular rate or 2/3 the applicable minimum wage, whichever is higher, up to \$200 per day and \$12,000 in the aggregate (over a 12-week period—two weeks of paid sick leave followed by up to 10 weeks of paid expanded family and medical leave)*

Small businesses with fewer than 50 employees may qualify for exemption from the requirement to provide leave due to school closings or childcare unavailability if the leave requirements would jeopardize the viability of the business as a going concern.

This exemption is for sick pay due to childcare issues and doesn't affect the other parts of the FFCRA.