



## President Trump Signs Second Coronavirus Response Bill into Law

*Legislation provides enhanced FMLA benefits and clarifies Medicare telehealth benefits*

Last night, President Trump signed H.R. 6201, the Families First Coronavirus Response Act, into law. This marks the second bill passed in response to the COVID-19 pandemic. While the first bill provided \$8.3 billion in additional resources to federal agencies and eased Medicare telehealth restrictions, H.R. 6201 provides \$100+ billion in relief largely directed to individuals and families. The legislation passed overwhelmingly in both chambers of Congress. Here are the highlights:

### Paid Leave and Unemployment

The Families First Act includes the following provisions addressing both paid sick leave and paid family and medical leave, as well as tax credits for employers providing such benefits. Additionally, the legislation provides a substantial investment in unemployment compensation available to states. This is a very high-level summary, so we encourage you to review the changes in detail with your human resources team.

- The legislation creates a new paid leave program requiring employers of less than 500 people to provide employees with two weeks of paid sick leave, at the employee's regular rate, to quarantine or seek a diagnosis or preventive care for COVID-19, and paid leave at a rate no less than two-thirds of an employee's regular rate for those caring for a family member or child affected by COVID-19.
- The legislation amends the Family and Medical Leave Act (FMLA) to require employers of less than 500 people to provide up to 10 weeks of paid leave to eligible employees caring for their own child during the COVID-19 public health emergency. Employers of health care providers or emergency responders may elect not to extend this benefit to employees.
- Both paid sick leave and paid family leave benefits are supported through a refundable tax credit program for employers. Both programs are temporary, going into effect 15 days after enactment and set to expire on December 31, 2020.
- The legislation provides \$1 billion in unemployment assistance to the states.

### Food and Nutrition Assistance

The Families First Act also includes the following food and nutrition assistance provisions:

- An additional \$500 million to the Women, Infants, and Children (WIC) program and \$400 million for the Emergency Food Assistance Program (TEFAP).
- An additional \$250 million for nutrition programs under the Older Americans Act.
- Flexibilities around the School Lunch Program, allowing children to receive school meals to go.
- Supplemental Nutrition Assistance Program (SNAP) flexibilities around work requirements and other state-requested waivers.

### Other Provisions

In addition to the provisions listed above, the Families First Act ensures new Medicare beneficiaries are able to access telehealth services under the emergency authority provided in the first COVID-19 bill, increases COVID-19 testing through the Department of Defense, Indian Health Service, and Veterans Affairs and mandates health plans cover COVID-19 testing costs without cost-sharing.

As mentioned, this bill comes in addition to the COVID-19 supplemental funding bill signed into law on March 6, which also expanded Medicare coverage of telehealth services. Congress is now working on a third bill in response to the COVID-19 pandemic.

- To read the text of H.R. 6201, the Families First Coronavirus Response Act [CLICK HERE](#).
- To read a summary of the bill's paid leave provisions [CLICK HERE](#).
- To read the text of H.R. 6074, the first COVID-19 bill, [CLICK HERE](#).
- To read a summary of H.R. 6074, [CLICK HERE](#).