


Coronavirus Relief Legislation Update

Novel Legislation to Address a Novel Virus

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Speakers

 <p>Felicity A. Fowler ffowler@mcginnislaw.com</p>	 <p>Robert E. Reetz, Jr. rreetz@mcginnislaw.com</p>	 <p>Veronica D. Cruz vcruz@mcginnislaw.com</p>
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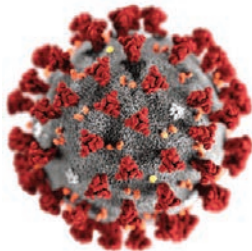
The Goals for Today

- Understand the Families First Coronavirus Response Act (“FFCRA”)
- Understand the Coronavirus Aid, Relief, and Economic Security (“CARES”) Act
 - *Paycheck Protection Program (“PPP”) Loans*
 - *Expansion of Unemployment Benefits*



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FAMILIES FIRST CORONAVIRUS RELIEF ACT



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Before the Pandemic...

- Neither Federal or Texas state laws required employers to provide **paid** sick leave to employees.
 - *Even before the pandemic, several municipalities (e.g., Austin, Dallas, and San Antonio) enacted local legislation requiring employers to provide paid sick leave.*
 - *These local legislative efforts have been on hold pending a decision from the Texas Supreme Court.*



Before the Pandemic...

- The Family and Medical Leave Act (“FMLA”)—required covered employers to provide up to 12 weeks of **unpaid leave** for specific enumerated qualifying events.
- To address the unique circumstances presented by COVID-19, Congress enacted additional legislation to provide **paid leave**.



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