

FEDERAL LEGISLATION

- **Updated 4/22/20** – Updates include the status of CARES Act Implementation
- With Congress and the President responding to COVID-19 in multiple ways, it is challenging to keep up with how these recent changes to federal law may impact an individual's situation at work. The Department is closely tracking recent legislative changes and how they may apply to state government operations and programs. The Missouri Department of Labor and Industrial Relation (DOLIR) will provide updates on this FAQs page as changes are received.

• ***NOTE: The regular unemployment insurance (UI) program continues to be in effect. In Missouri, most people who are currently employed and quit or refuse work are not eligible for unemployment benefits. If an employer offers sick leave and/or other leave options to address COVID-19 in lieu of layoffs, then a person who quits on his/her own volition would not qualify for UI benefits. At this point, no federal legislation changes this part of Missouri's program eligibility for unemployment benefits.***

- **Coronavirus Aid, Relief, and Economic Security Act (CARES)**

On Friday, March 27th, 2020, President Trump signed the CARES Act which, in addition to many other things, added many programs that extend the length, eligibility, and benefit amount for Unemployment Insurance (UI). The next day, DOLIR Director Anna Hui, at Governor Parson's direction, signed an agreement with the US Department of Labor (USDOL) to administer the programs under the CARES Act once guidance is issued.

- Whenever a new federal law is enacted that affects the unemployment insurance program, DOLIR has to wait to implement the new law until the USDOL passes down guidance that acts with the force and effect of law. The CARES Act has six programs that affect UI, and the guidance for these programs is coming out one at a time. Here is the current status of each program:

• Program	• Status
<ul style="list-style-type: none"> • Pandemic Unemployment Assistance (PUA) 	<ul style="list-style-type: none"> • Missouri received guidance on the PUA on Sunday, April 5 and has begun processing claims.
<ul style="list-style-type: none"> • Federal Pandemic Unemployment Compensation (FPUC) 	<ul style="list-style-type: none"> • Missouri received guidance on the FPUC on Saturday, April 4, and had begun issuing payments.
<ul style="list-style-type: none"> • Emergency Unemployment Relief for Governmental Entities and Nonprofits Organizations 	<ul style="list-style-type: none"> • Awaiting guidance from the US Department of Labor.
<ul style="list-style-type: none"> • Temporary Full Federal Funding of the First Week of Compensable Regular Unemployment For State With No Waiting Week 	<ul style="list-style-type: none"> • Awaiting guidance from the US Department of Labor.

• Program	• Status
<ul style="list-style-type: none"> • Pandemic Emergency Unemployment Compensation 	<ul style="list-style-type: none"> • Missouri received guidance on the PEUC on April 10, and will likely be implementing this program beginning the week of April 26.
<ul style="list-style-type: none"> • Shared Work 	<ul style="list-style-type: none"> • Awaiting guidance from the US Department of Labor

- Program Description: We will update these as guidance comes out on each program.

- **Pandemic Unemployment Assistance (PUA)** – The Pandemic Unemployment Assistance (PUA) program is separate from the regular unemployment insurance program, which will continue to operate. PUA may cover individuals who are not eligible for regular and extended benefits, or Pandemic Emergency Unemployment Compensation (PEUC). This could include independent contractors, self-employed, agricultural workers, etc.
- **Federal Pandemic Unemployment Compensation (FPUC)** – Under Federal Pandemic Unemployment Compensation (FPUC), an additional amount of \$600 may be paid on top of weekly unemployment benefits for up to four (4) months, not to exceed July 25, 2020. In order to receive the \$600 PFAC, workers must be eligible for regular unemployment insurance or Pandemic Unemployment Assistance (PUA).
- **Pandemic Emergency Unemployment Compensation (PEUC)** - The Pandemic Emergency Unemployment Compensation (PEUC) will provide up to 13 weeks of additional unemployment benefits to those who have exhausted their regular unemployment benefits.

- **Families First Coronavirus Response Act**

On March 18, 2020, President Trump signed H.R. 6201, the Families First Coronavirus Response Act (FFCRA) into law. The Missouri Department of Labor does not administer this act.

- On March 28, the U.S. Department of Labor’s Wage and Hour Division (WHD) published additional implementation guidance pursuant to the FFCRA. The new guidance includes application of new paid leave requirements, fact sheets, and other materials, including two posters – one for **federal workers** and one for **all other employees** – that will fulfill notice requirements for employers obligated to inform employees about their rights under the new law. In addition, the WHD released a **question and answer document** about paid leave and posting requirements.

- As a reminder, the WHD website is the best place for guidance on how the FFCRA applies to an individual’s particular circumstances: