

# Criterion

## Criterion HCM update on Family First Coronavirus Response Act



Hello,

We hope all of you are staying safe and healthy during these unprecedented times!

With the recent release of the [FFCRA](#), and after careful deliberation over this act, Criterion will be providing time o plans to all our US based customers. These plans will be placed in your system as inactive, with an attached income and time off type code(s), that you can choose to use by simply activating them in the settings area of your software.

This will include the two following plans:

- COVID - (SICK)
- COVID - (FMLA)

Their corresponding incomes COVID - (FP) will automatically be capped at \$5,110.00 in total, and COVID - (2/3) will automatically be capped at \$12,000.00, with a 2/3rds (0.66) multiplier.

Please advise your employees to use time off type COVID - (Reasons 1-3) under COVID - (SICK) plan for reasons 1 - 3 described in the act, COVID - (Reasons 4 & 6) for reasons 4 and 6, and COVID - (FMLA) for reason 5 described in the act under COVID - (FMLA) plan.

There are limitations on these leaves, in which we ask you to please review, and manage with your team in the way you feel best fits your processes. The plans have been set up to fit most employers, so if your company has any special needs please do not hesitate to reach out to your Criterion contact for assistance and review.

Again, we hope everyone is staying safe, and well!

Sincerely,

Criterion HCM