**Notice of Exemption from FFCRA-Mandated Emergency Paid Sick and FMLA Leave**

On April 6th, 2020 the Department of Labor published a temporary ruling that provided an exemption for small businesses with fewer than 50 employees if the leave is requested because a child’s school or place of care is closed, or childcare provider is unavailable, due to COVID-19 related reasons if the paid leave would jeopardize the viability of the business.

As a small practice with fewer than 50 employees, Westeros Dental Clinic has determined that providing paid sick leave or expanded family and medical leave for employees due to school or childcare closures under the Families First Coronavirus Response Act (FFCRA) would jeopardize the viability of our practice. This decision is due to the following:

*(Check all that apply – delete this line)*

\_\_\_\_ The provision of paid sick leave or expanded family and medical leave would result in Westeros Dental Clinic’s expenses and financial obligations exceeding available practice revenues and cause our practice to cease operating at a minimal capacity.

\_\_\_\_ The absence of the employee or employees requesting paid sick leave or expanded family and medical leave would entail a substantial risk to the financial health or operational capabilities of Westeros Dental Clinic because of their specialized skills, knowledge of the practice or responsibilities.

\_\_\_\_ There are not sufficient workers who are able, willing and qualified, and who will be available at the time and place needed, to perform the labor or services provided by the employee or employees requesting paid sick leave or expanded family and medical leave, and the labor or services are needed for Westeros Dental Clinic to operate at a minimal capacity.

As such, Westeros Dental Clinic has decided to claim exemption from the mandate to provide paid sick leave or expanded family and medical leave due to COVID-19.

Although the practice is exempt from providing paid leave under the FFCRA, employees may utilize any accrued paid time off under the practice’s existing PTO policy if an employee has the need to care for a child whose school or childcare provider is closed due to COVID-19. An unpaid leave of absence may also be taken if an employee has exhausted all accrued PTO.

Employees should contact Dr. Daenerys Targaryen, DDS to discuss available options, if needed.