

Questions on FMLA

1. If there are two working parents in the household, are BOTH parents eligible for the expanded leave?

Yes.

2. The DOL poster also states that employees who have been employed for at least 30 days prior to their leave request may be eligible for an additional 10 days of *partially* paid expanded family and medical leave for #5.

That is correct. The FFCRA contains that expanded FMLA provision.

3. The follow-up question is about employers with less than 50 employees being exempt and what the qualifications for exemption are.

The department of labor is currently drafting the regulations for exemptions for employers of < 50 workers. They have not yet been published.

4. With each individual receiving \$1,200 or an adjusted amount depending on their earnings. Will the individual receive a 1099 to be claimed on next year's taxes? Who sends the 1099?

No – no 1099. The stimulus check is actually an advance based on a 2020 tax credit. The final amount that you are entitled to will be based on 2020 income, and will be reconciled on the 2020 return. They are just determining how much to advance you, based on the 2018 or 2019 returns. Now if you take unemployment, expect that to be taxed by federal, but not state.