
COVID-19 & Your Workplace: What You Need to Know Today

March 20, 2020

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AGENDA

- Sign up for discourse (networking tool), chat with practitioners
 - Email us at membership@yourerc.com
- 2 Quick Polls
- Help for Companies and Employees
- Recent Federal Legislation
- Employer Q&A

Poll – Status of Workplace

POLL- Hiring Status

Assistance for Companies & Employees

SHARE WORK OHIO

- Voluntary layoff aversion program available through ODJFS allows employers to reduce work hours without laying people off. Workers with reduced hours can receive unemployment insurance benefits for time not worked.
- Participating employer reduces affected employees' hours in a uniform manner.
- Participating employee works the reduced hours each week, and ODJFS provides eligible individuals an unemployment insurance benefit proportionate to their reduced hours.

Assistance for Companies & Employees

OHIO UNEMPLOYMENT

- Flexibility for Ohioans to receive unemployment benefits during Ohio's emergency declaration period.
- Unemployment benefits will be available for eligible individuals who are requested by a medical professional, local health authority, or employer to be isolated or quarantined as a consequence of COVID-19, even if they are not actually diagnosed with COVID-19.
- Waiting period for eligible Ohioans to receive unemployment benefits will be waived.

Assistance for Companies & Employees

SBA SMALL BUSINESS LOANS

- Provides low-interest disaster loans to help businesses and homeowners recover from declared disasters.
- Low-interest loans up to \$2 million
- Loans carry an interest rate of 3.75% for small businesses and 2.75% for nonprofits

Assistance for Companies & Employees

LIQUOR BUYBACK

- Ohio Department of Commerce began offering a one-time liquor buyback option to support bars and restaurants.
- Bars, restaurants, those with temporary F2 permits for events
- Return unopened, high-proof liquor products (obtained within the past 30 days) to the agency where they purchased the product.

Federal Legislation: Families First Coronavirus Response Act

EMERGENCY FMLA REQUIREMENTS

- April 2 – December 31, 2020
- ER Eligibility: all employers with fewer than 500 employees
- EE Eligibility: Any full-time or part-time employee that has been on the employer's payroll for 30 calendar days
- 12 weeks of FMLA leave for “a qualifying need related to a public health emergency.”
 - “qualifying need” limited to circumstances where an employee is unable to work (or telework) to care for a minor child if the child's school or place of child care has been closed or is unavailable due to a public health emergency.

Federal Legislation: Families First Coronavirus Response Act

EMERGENCY FMLA PAY REQUIREMENTS

- First 10 days (two weeks) are unpaid, but employee can substitute accrued paid leave, including emergency paid sick leave
- Remaining 10 weeks are paid at 2/3 of the employee's regular rate, for the number of hours the employee would otherwise be scheduled to work (maximum payment of \$200 per day and \$10,000 total)

Federal Legislation: Families First Coronavirus Response Act

EMERGENCY PAID SICK LEAVE

- April 2 – December 31, 2020
- Covered Employer is any of the following:
 - private employer with fewer than 500 employees
 - public agency (federal/state governments, political subdivisions, schools)
 - -any other entity that is not a private entity
 - -anyone acting directly or indirectly in the interests of the employer

Federal Legislation: Families First Coronavirus Response Act

- Emergency paid sick leave can be used for any of the following:
 - An absence to self-isolate because the employee is diagnosed with coronavirus.
 - An absence to obtain a medical diagnosis or care if an employee is experiencing the symptoms of coronavirus.
 - An absence resulting from the closure of an employee's place of employment by order of a Federal or State public official with jurisdiction, or at the employer's discretion, due to a public health emergency.
 - An absence because a Federal or State public official with jurisdiction or a health care provider has determined that the employee's presence on the job may jeopardize the health of others because of the employee's exposure to the coronavirus or because the employee is exhibiting symptoms.

Federal Legislation: Families First Coronavirus Response Act

- Emergency paid sick leave can be used for any of the following:
 - An absence for the purpose of caring for a family member (defined in the same way as the term is defined under the amendment to the FMLA above), who has been diagnosed with the coronavirus or is experiencing symptoms of the coronavirus for which a diagnosis or care is needed; or who has been told to self-quarantine because of exposure to the coronavirus or due to symptoms of the coronavirus.
 - An absence for the purpose of caring for a child if the child's school or place of care has been closed or is unavailable due to the coronavirus.

Federal Legislation: Families First Coronavirus Response Act

EMERGENCY PAID SICK LEAVE

How much paid leave is required?

- Full-time employees: 80 hours at their regular rate of pay. However, when caring for a family member, sick leave is paid at two-thirds the employee's regular rate.
- Part-time employees: the number of hours that the employee works, on average, over a 2-week period
- The law limits paid leave to \$511 per day (\$5,110 in total) where leave is taken for personal reasons (employee's own illness or quarantine); and \$200 per day (\$2,000 in total) where leave is taken for care for others or school closures

Employer Q&A

Q: My employee started coughing at work. Can I send them home?

Q: Any guidance on taking an employee's temperature at work?

Q: If we learn an employee has tested positive with COVID19, should we notify the CDC?

Employer Q&A

Q: We want to help employees who do not have child care. Can we open something for them at work?

Q: If an employee has COVID19, do I have to report that in an OSHA 300 Log?

Q: Can an employee with COVID19 file a workers' compensation claim?

Employer Q&A

Q: What are employers permitted to do, and not permitted to do with employees right now?

Q: What can you tell us about furloughs vs layoffs?

Questions?

“We will get through this, spring will come, and all the joys of life- we will again be able to enjoy.”

