

Legal Answers

for Business Owners and Leaders during COVID-19

Presenters:

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Agenda:

FFCRA
Layoffs/Shutdowns
Unemployment
Nonprofits
Someone is Sick!
The Unknown

Anything is subject to change with legislation.
Check state laws. Check your policies. Consider the circumstances...

Families First Coronavirus Response Act

Families First Coronavirus Response Act (FFCRA)

- What are our pay obligations?
- When does employee status fall under FFCRA? If they're on STD, WC, already?
- What if we have some employees who CAN work from home?
- How is the 500 employee count determined? What about 50 (FTEs or all)?
- Please explain the first 10 day options starting April 2nd.
- What if employees take advantage of this? What paperwork/proof do we need?
- Do we have to keep paying for health insurance if they're on paid leave?
- What about Shelter In Place?



Layoffs and Shutdowns



Layoffs and Shutdowns

- What are our options if we cannot afford to pay the emergency paid leave?
- What if we shut down completely? What are our obligations to employees?
- How should we approach a layoff or a shut down?
- Do we have to keep paying for health insurance if they're laid off?



Unemployment



Unemployment

- Will we get hit with high unemployment rates because of layoffs?
- Will employees get unemployment benefits?
- Do we give them separation notices or file for them with the state?
- How will people working reduced hours receive unemployment benefits?



Nonprofits and Churches



Nonprofits and Churches

- What applies to non-profits?
- Any special breaks for non-profits and/or churches?



Someone is Sick!



Someone is Sick!

- What do we do when someone has symptoms at work?
- Someone in our office has been diagnosed with COVID-19?
- Someone is married to someone who works with someone who might have it...



The Unknown



The Unknown

We are anxious to share the details once they're available...

- How do small businesses request an exemption?
- Define Healthcare providers? Everyone at a nursing home facility or only the doctors and nurses?



Now What?

- You will receive a follow-up email with a link to the presentation, as well as the slides and additional resources.
- **Tax Credits:** Visit threadhcm.com/covid19 to see links to the latest related updates, including a short video by Lori Winters, CEO, regarding SBA loans and tax credit information from the IRS.
- If you could use some HR support, [Let Thread Engage](#).



COVID-19 Legal Questions



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Upcoming Ogletree Webinars - visit ogletree.com/webinars-seminars

- March 24 @ 2:00 pm ET: OSHA Guidance
- March 25 @ 2:00 pm ET: Benefits Implications
- March 27 @ 12:00 pm ET: Families First Act Update
- March 27 @ 2:00 pm ET: RIF Best Practices


