

# Presenters: Agenda: Greg Hare, FFCRA Ogletree Deakins Layoffs/Shutdowns Scott Mastley, Unemployment SPHR, SHRM-SCP, CHRO Nonprofits geneone is Sick! Someone is Sick! threadhcm.com The Unknown Let Thread Engage Check state laws. Check your policies. Consider the circumstances...

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Families First Coronavirus Response Act

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#### 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?

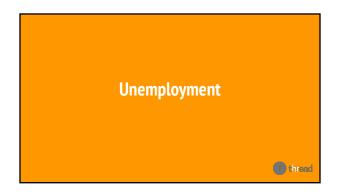




#### Layoffs and Shutdowns

- 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

- 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?

Thread



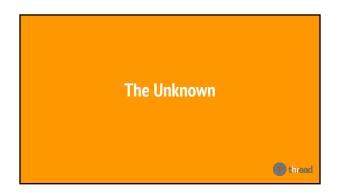




### Someone is Sick!

- 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

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?

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# **COVID-19 Legal Questions** Ogletree Deakins Employment Law



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- 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

thread