

MANAGING YOUR WORKFORCE IN RESPONSE TO COVID-19 – EMPLOYMENT LAW IMPLICATIONS

PRESENTATION BY

NEUNERTPATE
ATTORNEYS AT LAW

IN COLLABORATION WITH



PLEASE NOTE:

ALL PARTICIPANTS HAVE BEEN MUTED
PLEASE USE THE CHATBOT FEATURE TO ADD QUESTIONS OR COMMENTS

OUR MODERATOR IS NOW CONDUCTING A SOUNDCHECK TO
MAKE SURE ALL PARTICIPANTS CAN HEAR THE AUDIO

IF YOU ARE NOT HEARING THE MODERATOR'S ANNOUNCEMENT,
YOU MAY NEED TO DIAL IN USING A TELEPHONE

HERE IS THE DIAL-IN NUMBER:

(415) 655-0001

ACCESS CODE 808 124 642

IF THE MAIN DIAL-IN NUMBER IS BUSY, YOU CAN TRY ONE OF THE
FOLLOWING NUMBERS, WITH THE ABOVE ACCESS CODE:

(617) 315-0704

(312) 535-8110

(469) 210-7159



**MANAGING YOUR WORKFORCE IN RESPONSE TO COVID-19 –
EMPLOYMENT LAW IMPLICATIONS**

TUESDAY, MARCH 31, 2020 • 9:00 - 10:00 a.m. CDT



CLIFF A. LACOUR

NEUNERPATE



B. LANCE PERSON

NEUNERPATE

FAMILIES FIRST CORONAVIRUS RELIEF ACT

STATUS UPDATE

- From drafting to passage – only one week
- Guidance has been trickling out, but we are still waiting on regulations
- Effective Date of the Act is **April 1**
 - DOL has issued a 30-day non-enforcement order (from March 18 - April 17)

PROVISIONS OF THE ACT FOR EMPLOYERS

EMERGENCY PAID SICK LEAVE

- Leave is up to 80 hours for full-time employees
- Employees must be allowed to take this leave before being required to take any other type of leave
- All employers with less than 500 employees are covered
- Employees are covered from day 1 of employment
- Leave may be taken intermittently while teleworking

An employer shall provide to each employee employed by the employer paid sick time to the extent that the employee is unable to work (or telework) due to a need for leave because:*

- 1.** The employee is subject to a Federal, State, or local quarantine or isolation order related to COVID-19.
- 2.** The employee has been advised by a health care provider to self-quarantine due to concerns related to COVID-19.
- 3.** The employee is experiencing symptoms of COVID-19 and seeking a medical diagnosis.
- 4.** The employee is caring for an individual who is subject to an order as described in subparagraph (1) or has been advised as described in paragraph (2).
- 5.** The employee is caring for a son or daughter of such employee if the school or place of care of the son or daughter has been closed, or the child care provider of such son or daughter is unavailable, due to COVID-19 precautions.
- 6.** The employee is experiencing any other substantially similar condition specified by the Secretary of Health and Human Services in consultation with the Secretary of the Treasury and the Secretary of Labor.

* Reasons 1-3 are full pay; Reasons 4-6 are 2/3 pay

PROVISIONS OF THE ACT FOR EMPLOYERS

EMERGENCY PAID FAMILY AND MEDICAL LEAVE EXPANSION ACT

- Amends the FMLA
- Provides 12 weeks of leave under certain conditions
- Covered employers are employers with fewer than 500 employees
- Job protected leave – employer must restore the employee to the same or equivalent position on return to work
- Leave may be taken intermittently

PROVISIONS OF THE ACT FOR EMPLOYERS

OTHER PROVISIONS

- Remedies for violations
- Tax credits
- Notice requirements

QUESTIONS?

PLEASE ENTER YOUR QUESTIONS INTO THE CHATBOT

LANCE PERSON OF NEUNERPATE
WILL MODERATE THE Q&A

THANK YOU TO OUR PRESENTERS AND PARTICIPANTS!

IF YOU HAVE QUESTIONS THAT DID NOT GET
ANSWERED OR FEEDBACK ON TODAY'S SESSIONS,
PLEASE EMAIL **ANDRE@ONEACADIANA.ORG**

THE VIDEO AND SLIDES FROM TODAY'S WEBINARS WILL BE
POSTED SHORTLY AT **ONEACADIANA.ORG/COVID-19-RESOURCES**
AND SHARED BY OTHER WEBINAR PARTNER ORGANIZATIONS

WE WILL BE IN TOUCH ABOUT FUTURE WEBINAR OPPORTUNITIES