



FAMILY FIRST CORONA VIRUS RESPONSE ACT

This week, President Trump signed employment laws that will impact small businesses with fewer than 500 employees. These will be in effect on April 2 and expire at the end of 2020.

EMERGENCY PAID SICK LEAVE ACT

The Emergency Paid Sick Leave Act requires 2 weeks paid sick leave for employees impacted by COVID-19. This includes those who are infected as well as those who are caring for an individual who has been infected.

EMERGENCY FMLA EXPANSION ACT

The Expansion Act mandates paid leave after 10 days. Employees are eligible for up to 12 weeks of paid leave if they have to miss work because a school or child care center has been closed due to COVID-19.

Also avoid stereotyping based on ethnicity or other protected classes.



HUMAN CAPITAL COMPLIANCE

.....

REGULATIONS TO CONSIDER DURING A PANDEMIC:

.....

OSHA

The General Duty clause requires a workplace that is free of recognized hazards.

WORKERS COMPENSATION

Claims may be filed if illnesses or deaths result from work-related incidents.

FMLA

Leaves of absence for illness may be protected under FMLA and run concurrent with Workers Comp.

ADA

EEOC has provided guidance on acceptable ways to mitigate risk during a pandemic, including attendance, mandatory telecommuting, return-to-work, and discrimination issues.

