



The Webinar Will Begin Shortly

Your phone has been muted. Please submit questions via Chat.
We will answer as many as possible.

Special offer to Webinar Attendees

Join, Renew, or Reactivate a two-year Employers Group membership by 4/30/2020, receive a bonus year at no costs.

ServiceOne@employersgroup.com

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Staff Introductions



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Training

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Bill Stephens
Member Services

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Law Librarian

California Employer Coronavirus Question & Attorney Answer

California Employer
Coronavirus



Attorney Webinar



LightGabler
We Make Business Work®

Jonathan Fraser Light





What do employers need to do now regarding COVID-19?

Can we take employee temperatures?

If an employee test positive, can we notify all employees?

What does “Shelter in Place” mean for employers?



**Be prepared
to self isolate**

If an employee shares with a co-worker that they believe a family member has been exposed / has virus, can we ask them to self-isolate?



Should you consider a furlough or layoff?

What “final pay” requirements apply?



*We are low on cash.
Can we limit PTO
during a furlough?*

*If we furlough before the end of the week, do
we have to pay them for the entire week?*

*If employees are furloughed before 4/1, are
they eligible for 2 weeks paid time ?*



*CA Warn:
What are the
notification
requirements?*

Can WARN notices be retracted?

What's my punishment for non-compliance?



What are retirement plan considerations with layoffs?

How do we go about re-hiring after lay-off (I-9 Form, etc.)?



How does the stimulus package (about to be signed), relate to this?

NEW

When is FFCRA effective, what does it require an employer to do, why <500 employees?

L e g i s l a t i o n

FAMILIES FIRST CORONAVIRUS RESPONSE ACT

Coronavirus CA Employer Q&A



FFCRA | Leaves Questions

- Does FFCRA apply to furloughed employees?
- Does it apply when there is not available work / ability to telework?
- Does an employee have to initiate a request? Can it be designated by the employer?
- What documentation needs to be in place for the request? Is an email enough?

FFCRA Scenario

Is the 80 hours of leave in addition to the employee's sick leave?
If we provide 10 days (80 hours) of sick leave, and the employee qualifies for FFCRA, do they now have 4 weeks paid leave?

What obligation do we have to part-time and 100% commission-based employees?

Employers with =>500 Employees

What benefits / leave protections does employees have if they don't feel comfortable going to work?

Are COBRA payments 100% or 110%?



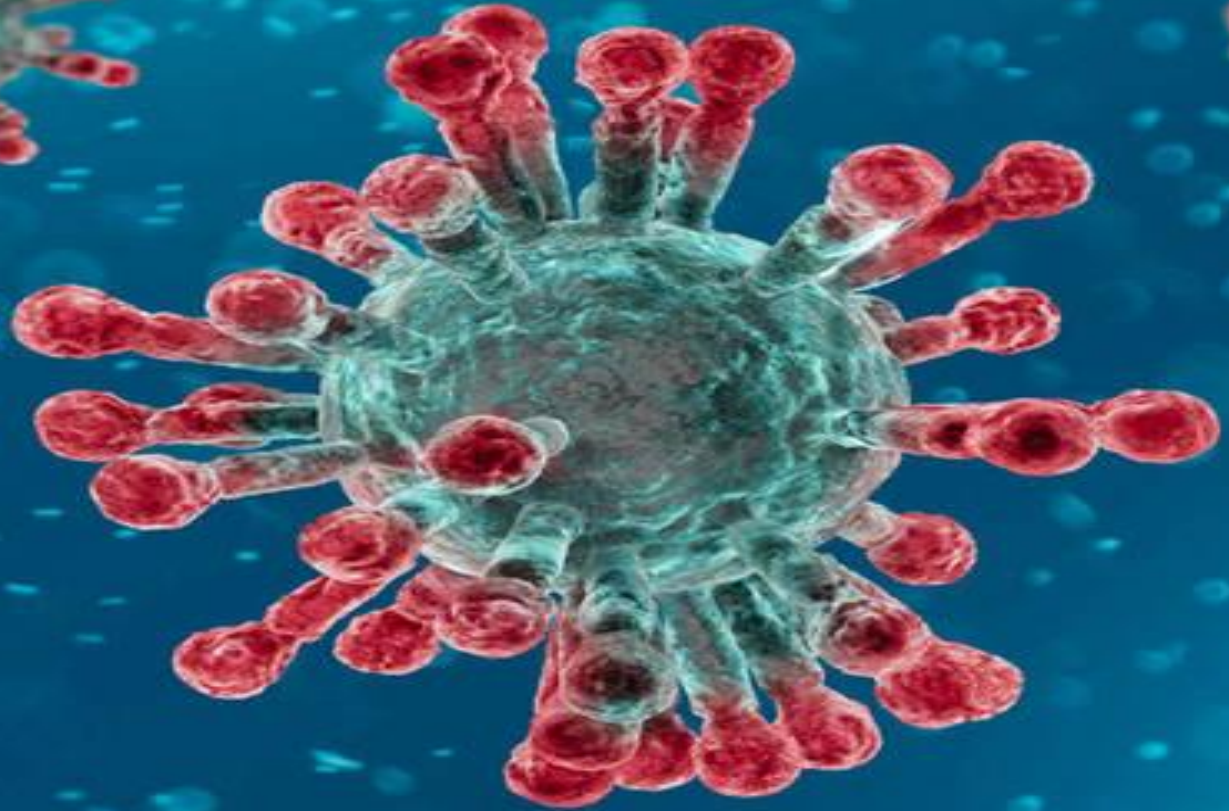


Coronavirus & Sick Leave

*Can an employee who is taking
FFCRA paid FMLA leave **also** receive
FFCRA paid sick leave **and** CA UI
benefits at the same time?*

What tax credits are available?

**IRS has a
special page
dedicated to
tax updates
related to the
coronavirus**



www.irs.gov/coronavirus

Should I work with my payroll service about tracking the payments that can be subject to the tax credit?

If I supply the mandated FMLA benefits, how does that affect my payroll tax payment or credit?



***How have unemployment
insurance benefits changed?***

Can owners get UI benefits?

UNEMPLOYMENT

What is California's Work Share program?



How do “essential employees” prove to authorities they are essential?



What is considered
**ESSENTIAL
BUSINESSES?**

*What is a best practice for
notifying “essential” employees?*

***Can we reduce exempt
employee hours?***

Earnings Statement				
Earnings				
Reg Salary	Rate	Hours	This Period	Year
			2,237.06	
Deductions				
Taxes				



CORONAVIRUS CLOSURES

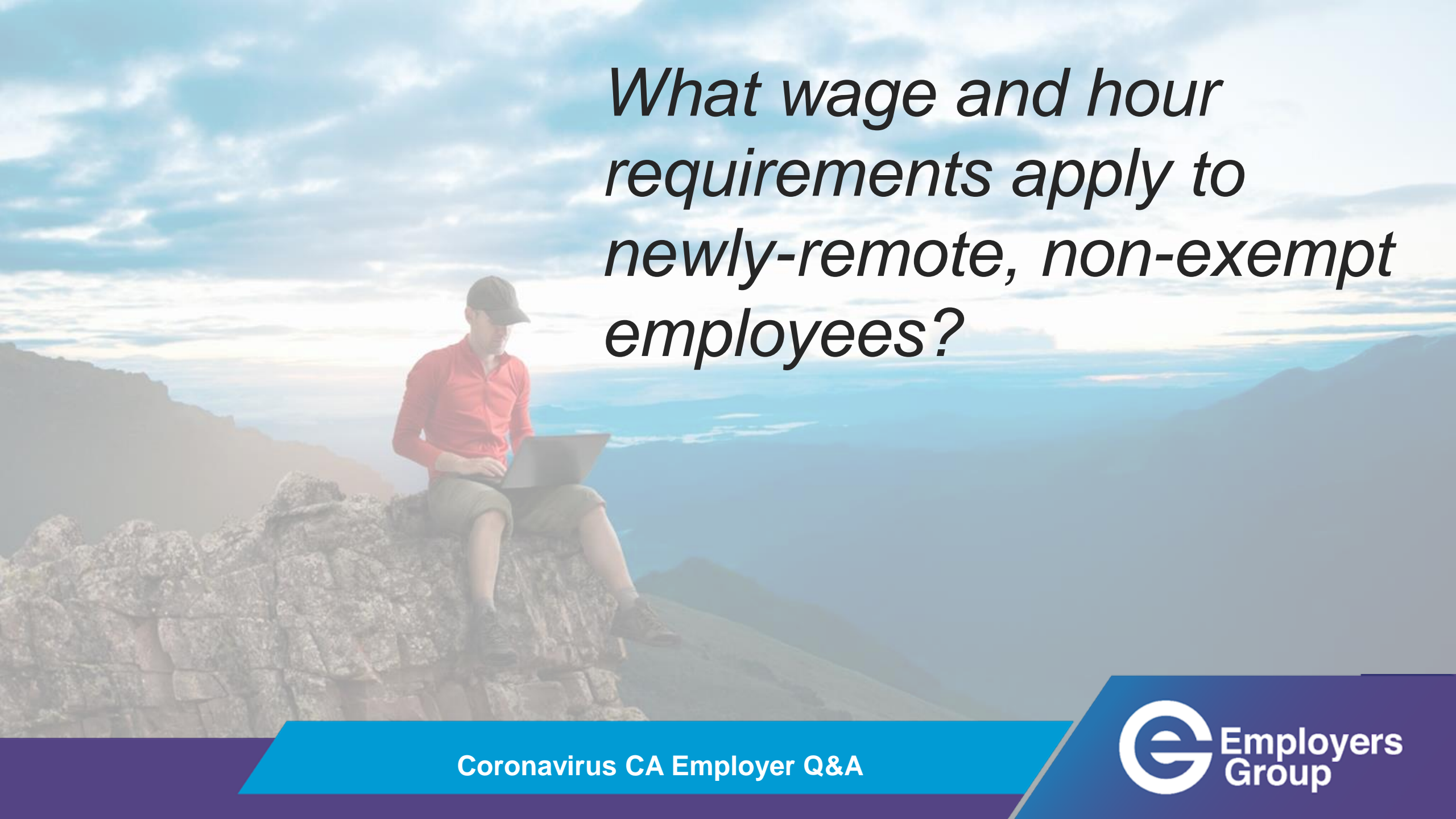
*What can we do if an employee
takes off due to school closure?*

Coronavirus CA Employer Q&A





***Can employees refuse
to go to work?
(even if business is considered essential)***



What wage and hour requirements apply to newly-remote, non-exempt employees?



What about “business interruption” insurance?

Coronavirus CA Employer Q&A



Attendee Questions



Stay Safe!



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