

# BenefitMall Webinar: COVID-19: What Employers Should Know

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**myHRconcierge**<sup>®</sup>

**BenefitMall**<sup>®</sup>  
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# Chris Cooley - myHRconcierge



## Personal Profile:

- ✓ Principal and Co-founder of MyHRConcierge & MyHRScreens
- ✓ Finance & accounting executive
- ✓ Ernst & Young
- ✓ Authors “HR and Benefit News”, a monthly column for The Shelby Report, a national publisher for grocers and the food trade

## About MyHRConcierge

Human Resource Solutions for Small to Medium Sized Businesses (SMBs)

- ✓ Provides services to SMBs across the US
- ✓ Blends knowledge of your business, workforce, and labor laws
- ✓ Delivers personal service
- ✓ Provides world-class HR services at an affordable price

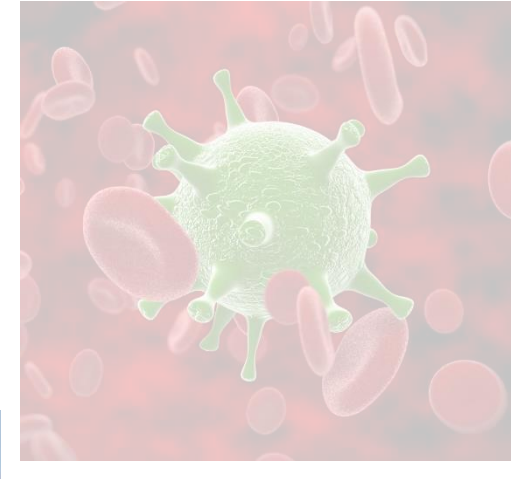
# Families First Coronavirus Response Act

COVID-19 Emergency Paid Sick Leave Act

COVID-19 Emergency Leave Act

**Effective Date: April 2, 2020**

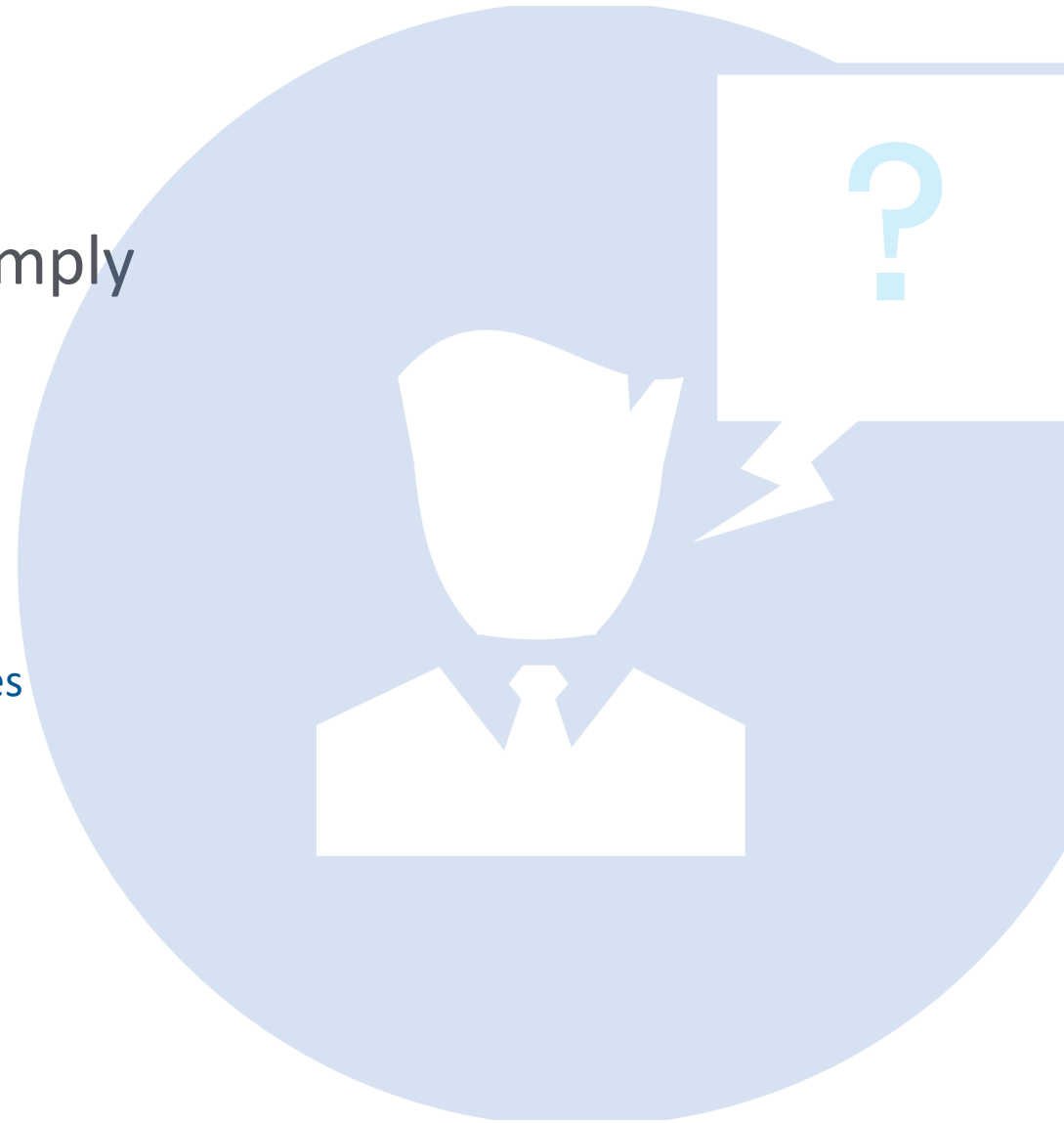
**Sunset Date: December 31, 2020**



# Who Has To Comply

Under both Acts, the following have to comply

- ✓ Employers with fewer than 500 employees
- ✓ Exemption for companies with fewer than 50 employees
  - If it hinders the employers ability as a going concern

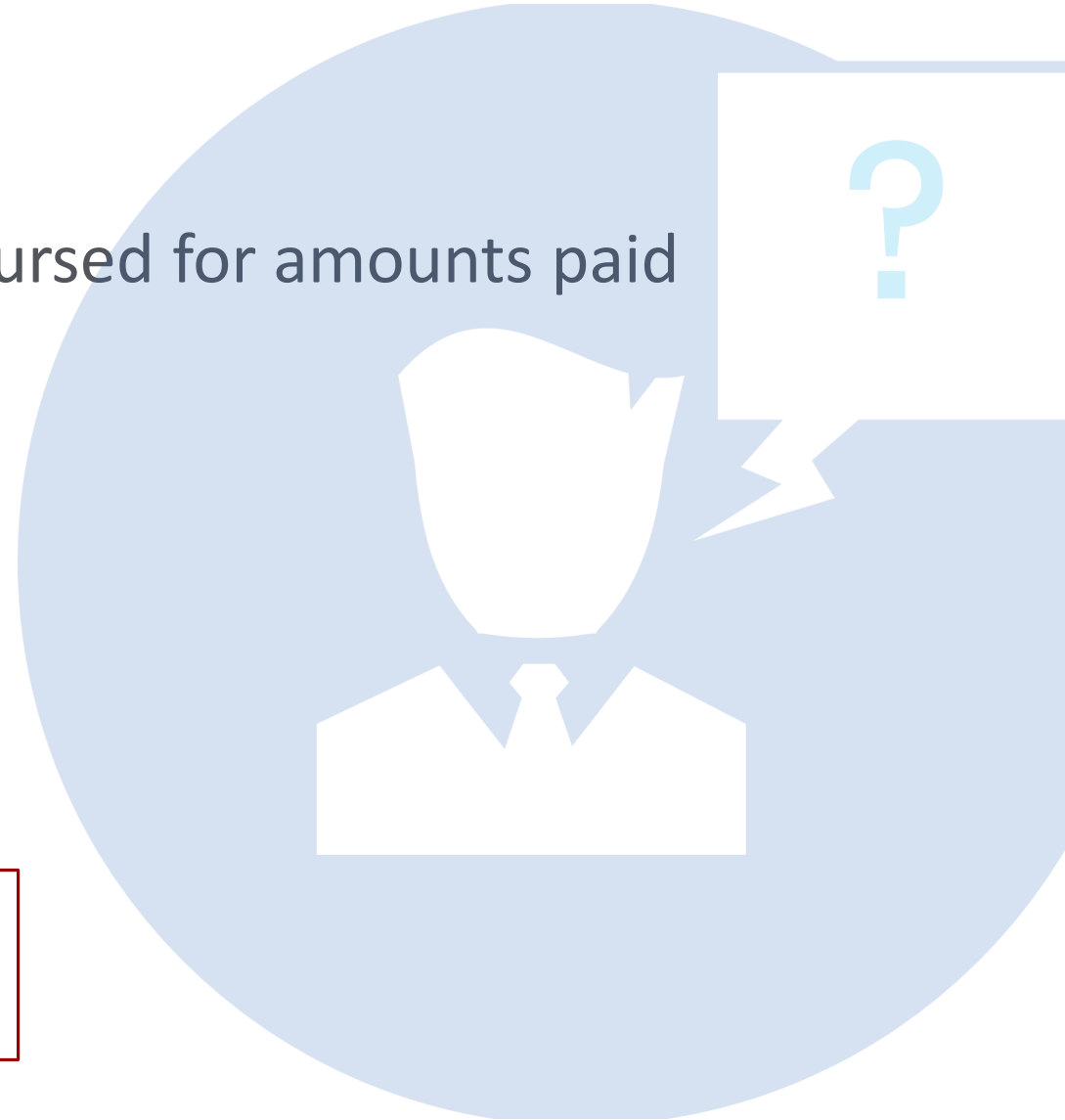


# How to Get Reimbursed

Under both Acts, employers will be reimbursed for amounts paid

- ✓ Dollar-for-dollar reimbursement for amounts paid for Emergency Paid Sick Leave and Emergency Leave and any health care contributions while on leave
- ✓ Reimbursement is received through an offset to payroll taxes on next scheduled tax deposit

Paid Sick/Leave	\$1,000
Tax Deposit	<u>\$3,000</u>
Amt of Deposit to make	\$2,000



# Emergency Paid Sick Leave

## Who is eligible for Emergency Paid Sick Leave?



Quarantine or isolation due to federal or state or local order



Self-quarantine ordered by health care provider



Employee is experiencing symptoms of COVID-19 And seeking medical diagnosis



Employee is caring for an individual who is Quarantined or is self-quarantined



Employee is caring for son or daughter due to School or child care closure



Employee is experiencing any other substantially Similar conditions specified by the Secretary of Health and Human Services

# Emergency Paid Sick Leave

How much Sick Leave is an employee eligible?



Full Time employees – 80 hours



Part Time employees – Average hours the employee works on average over a 2-week period

COVID-19

# Emergency Paid Sick Leave



Quarantine or isolation  
Self-quarantine ordered by healthcare provider  
Employee is experiencing symptoms of COVID-19



Employee is caring for individual who is quarantined  
Employee is caring for son or daughter due to school or childcare closure  
Employee is experiencing any other substantially similar conditions specified by the Secretary of Health and Human Services

Greater of Regular rate of pay,  
Federal Minimum Wage and  
State/Local Minimum Wage

Up to Maximum:  
\$511 per day and \$5,110 in the  
aggregate

2/3 of rate noted above

Up to Maximum:  
\$200 per day and \$2,000 in the  
aggregate



# Emergency Leave

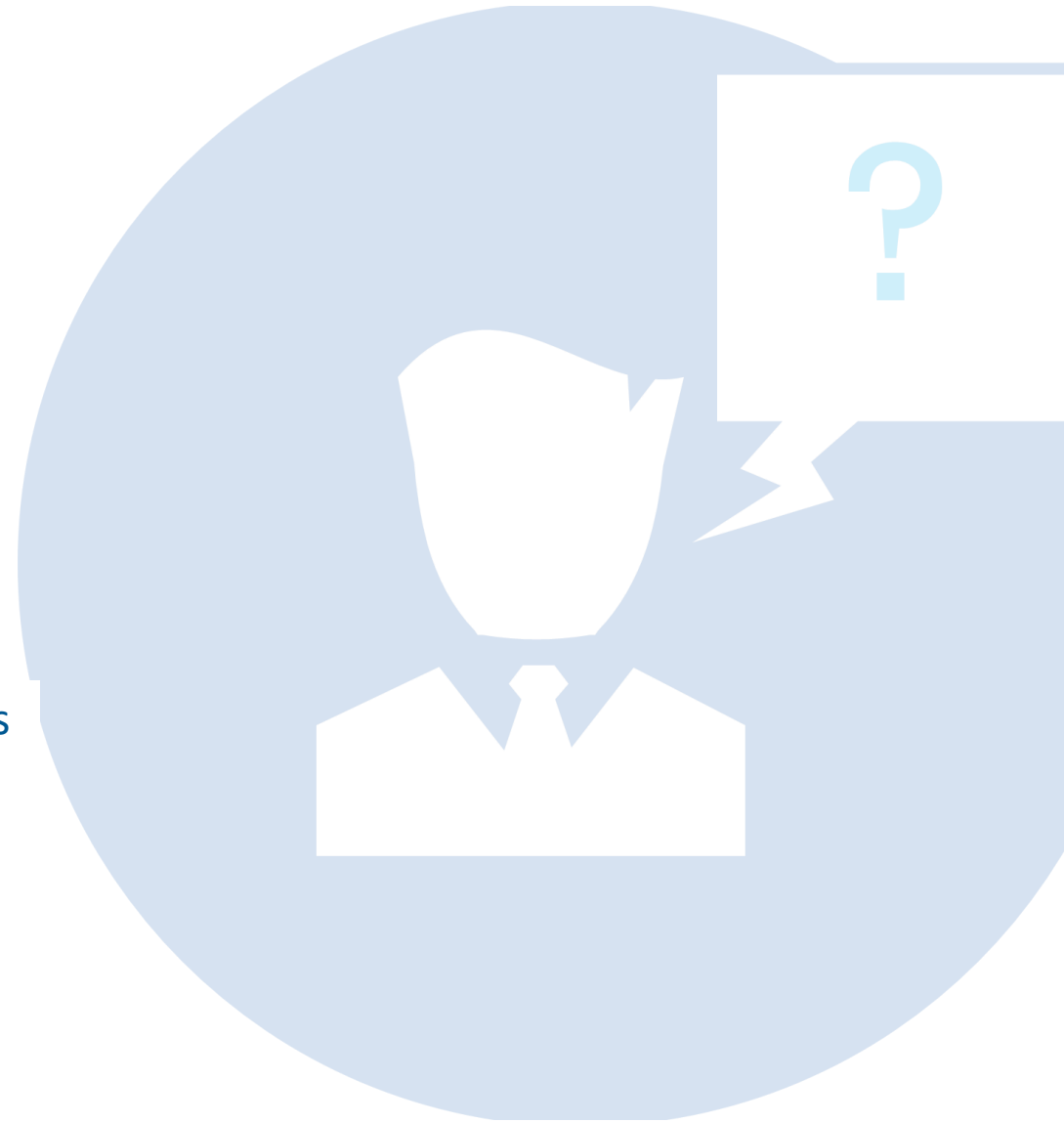
Who is eligible?



Employees that are off due to taking care of a child due to a school or child care facility closing



Employee must have been employed for at least 30 days



# Emergency Leave Act

How much time do they get?



The employees receive a total of 12 weeks leave paid



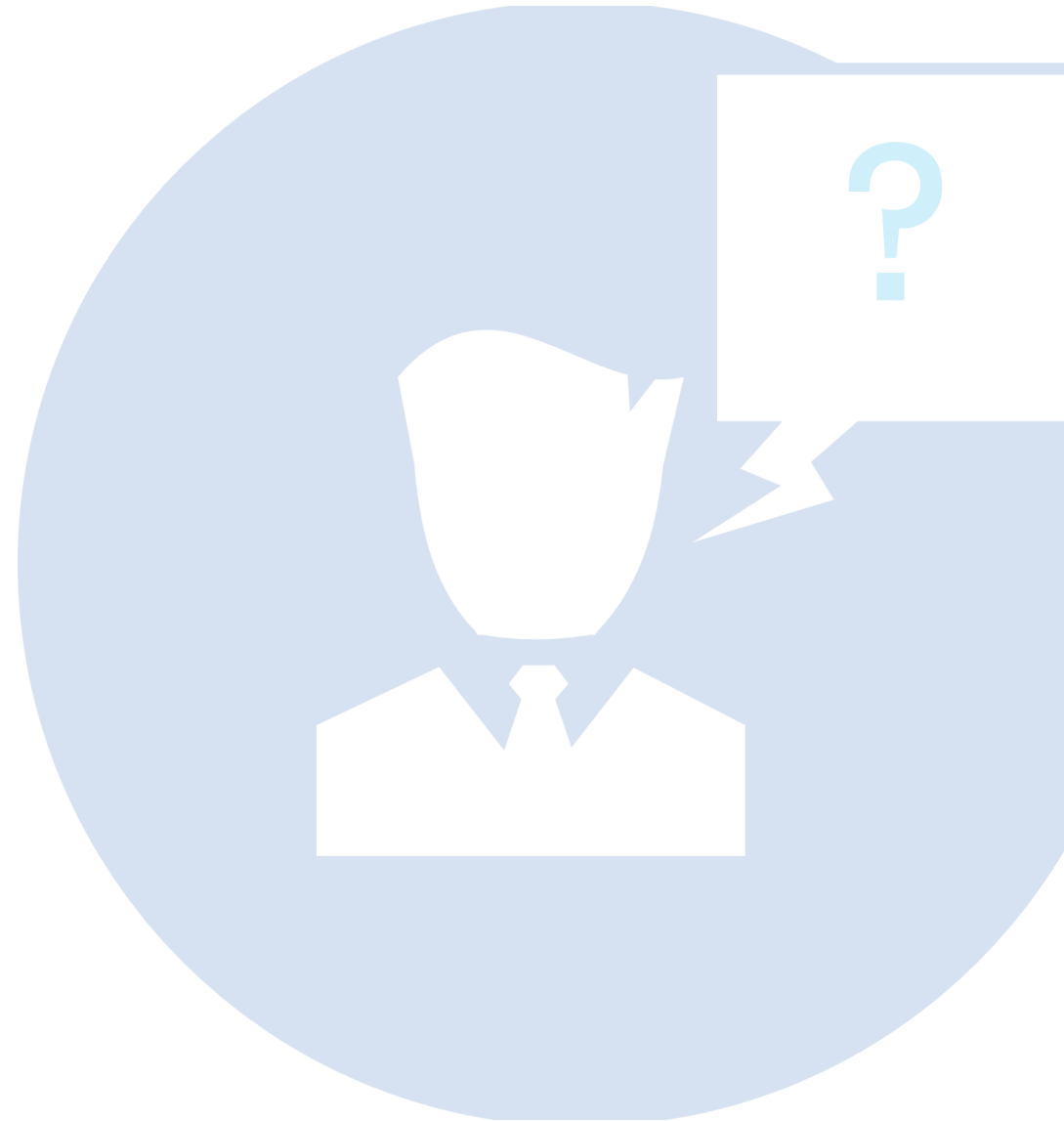
Employees are paid:

- 2 weeks under Paid Sick Leave Act
- 10 weeks under Emergency leave Act



Rate of pay equals:

- 2/3 of rate of pay defined in Paid Sick Leave Act



# Emergency Leave Act

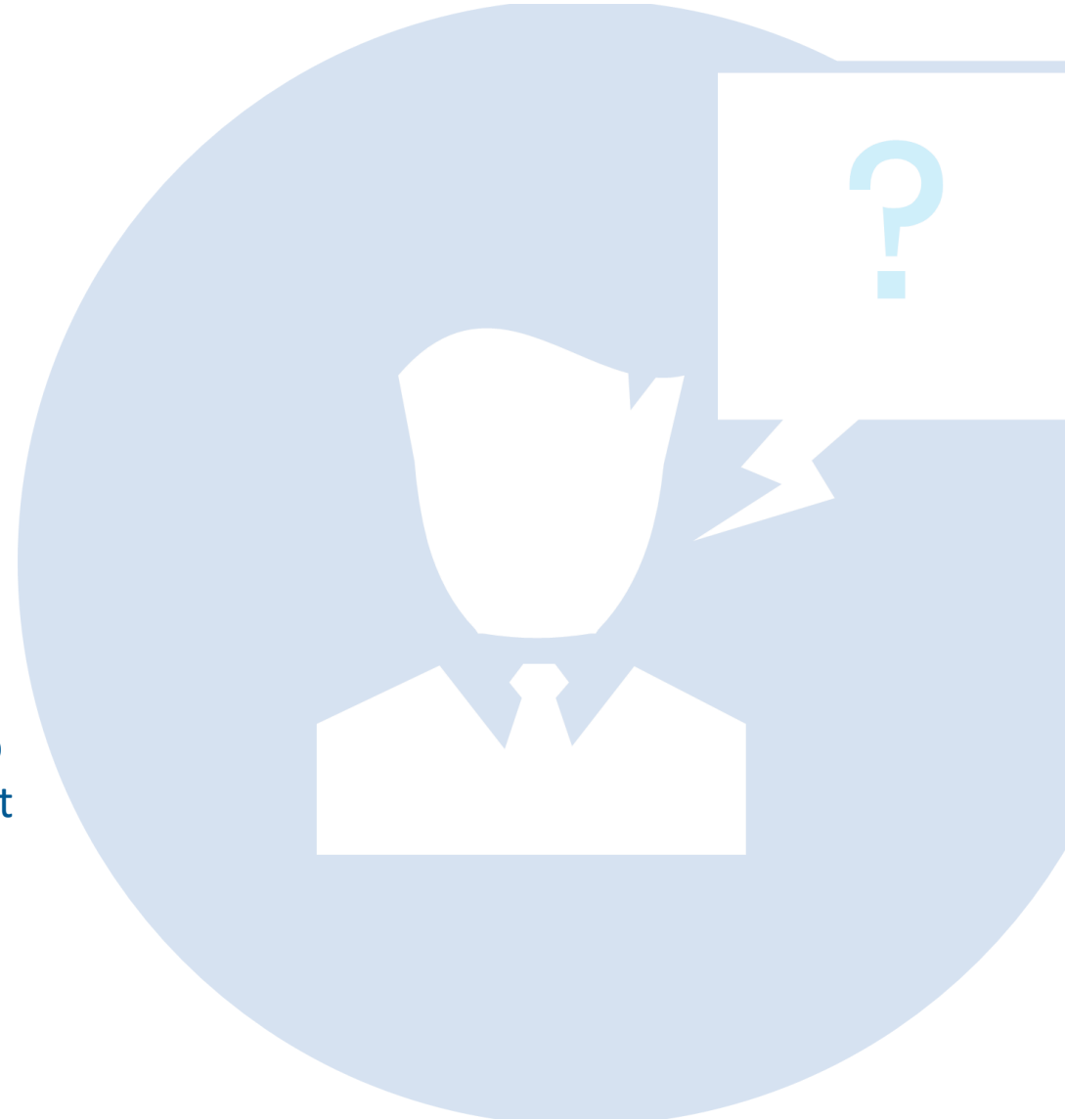
## Position Restoration



Employees should receive a restoration of their position




Exception:

Employers fewer than 25 employees are not required to restore employee's position if certain conditions are met



# General Situations

## Frequently Asked Questions

-  What if an employee appears sick?
-  Can we ask an employee to stay home or leave work if they exhibit symptoms of the COVID-19 coronavirus or the flu?
-  Can an employee refuse to come to work because of fear of infection?



# Ask us Your Questions!

## Questions?

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WORKING WITH  
COVID-19

