



## Taming the COVID-19 Chaos: What Employers Need to Know PART 3

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## Taming the COVID-19 Chaos: What Employers Need to Know PART 3

Presented by  
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## Status of Government Orders

- Federal
- Oregon
  - Schools closed through April 28
  - Ban on gatherings
  - Non-essential business closures?
  - “Stay home, stay healthy” policy
- Washington
  - Schools closed through April 24
  - Ban of gatherings of 50+
  - Closure of many businesses through March 31
  - Non-essential medical procedures delayed
- California
  - Statewide lockdown
  - City and county shelter in place orders

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## Federal Update

- Families First Coronavirus Response Act (FFCRA)
  - Signed by President on March 18
  - DOL drafting regulations
- Federal aid package – still pending
- Change to California Family Rights Act?

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## Federal Update: FFCRA

- Employee count
- Requirements for leave
- Small employers
- Rate of pay for sick leave

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## Federal Update: FFCRA

- Measuring entitlement for part-time employees
- Managing abuse
- Tax credit
- Layoffs – still OK to do?

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## Federal Update: FFCRA

### Unanswered questions:

- Overlap with other leave benefits
- Intermittent leave
- Shelter in place = quarantine under FFCRA?
- Effective date

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## Federal Aid Package

- Direct payments to individuals
- Small-business relief

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## Federal Update: Next Steps

- Look for regulations and draft notice
- Think about communication to employees re entitlement
- Should you start providing leave under the FFCRA now?

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## Unemployment Update

- Oregon
  - Expanded rule
  - Employees with reduced hours
- Washington
  - Emergency rule
- California
  - Waiver of one-week waiting time
- General advice
  - Use your resources!
  - Don't make promises

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## WARN Act Update

- California
  - 60-day notice temporarily suspended pursuant to Executive Order
- General approach to WARN during the COVID-19 crisis

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## Other FAQs

- What to do about exempt employees?
- Sending someone home – where to draw the line

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## Final Thoughts

- Layoffs
  - Best practices
  - Layoffs when employees are telecommuting
- We want to hear from you

## Questions?



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