



BULLETIN

March 16, 2020 (UPDATE)

COVID-19 UPDATES



We remain dedicated to continuing operations for our clients, while keeping our employees health and safety in mind. As of this time, we have put plans into place to both staff our office as well as work remotely to ensure your payroll is processing and HR support is available (keeping you up-to-date with the latest information).

We also encourage our clients to alert any employees who are not on direct deposit to consider signing up ASAP, in case there is any shut down of mail services (USPS, FedEx, etc).

We have updated the FAQ on our website with recent details, our [new web page](#) is dedicated to sharing information about COVID-19 and how it relates to the workplace:

<https://www.employco.com/coronavirus>

FAQ Updates

- Will the government require employees to be paid under new legislation?
 - The House passed the Families First Coronavirus Response Act which would require companies to continue paying employees infected by COVID-19 (or subject to quarantine) their full pay for the first 2 weeks of leave followed by 2/3 pay in later weeks. Companies would also be required to pay employees caring for family members affected by COVID-19 in the amount of 2/3 pay. The legislation provides a refundable tax credit equal to 100 percent of qualified paid sick leave wages paid by an employer for each calendar quarter up to certain caps. The legislation is being reviewed by the Senate. We will monitor changes to the legislation and communicate updates throughout the process.
- Could COVID-19 be covered under workers' compensation?
 - Yes, but it will be evaluated on a case-by-case basis. In order for a COVID-19 related illness to be covered, the illness must:
 - Arise out of the course and scope of employment; and
 - Arise out of or be caused by conditions particular to the work and not an ordinary disease of life to which the general public is exposed.
- Are there any other OSHA issues?
 - COVID-19 would be considered a recordable illness when a worker is infected on the job. The agency has also [created guidance](#) which is consistent with guidance released by the CDC.

We will continue to monitor the situation and provide updates throughout the process. We hope you and your family and friends are healthy.

Please [contact us](#) if you have any questions.



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Questions, comments, feedback?

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