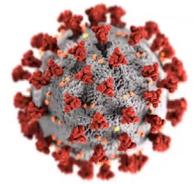




Employer’s Guide to Coronavirus – Part 7

(Published May 28, 2020)



For more information: www.cdc.gov/COVID19

Health Advisory + Unemployment Spike + Reopening + Congress Stimulus Table of Contents

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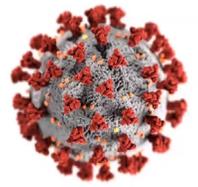
DISCLAIMER: The information provided by the Ohio SHRM State Council is not exhaustive. There may be other programs and assistance available to you or your business. This information should not be construed as legal advice. The Ohio SHRM State Council encourages you to speak to an accountant, attorney, and/or consultant for specific guidance on the resources provided by federal, state, and local governments. If you would like to speak to an attorney that can help you navigate the law and counsel you on your options please click [here](#).

Prepared by Tony Fiore, an attorney with Kegler Brown Hill + Ritter and the Director of Government Affairs for the Ohio SHRM State Council. Connect with Tony by e-mail: afiore@keglerbrown.com; LinkedIn: [acfiore](#); Twitter: [@TonyFioreEsq](#).



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Ohioans Protecting Ohioans Urgent Health Advisory

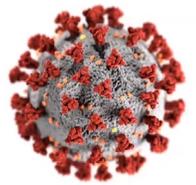
Dr. Amy Acton issued the “Ohioans Protecting Ohioans Urgent Health Advisory” on May 20. The Advisory focuses on recommendations for 1) elderly people and those who are vulnerable as a result of illness, and 2) all other Ohioans. The Ohio Deaths by Age graphic to the right gives some insight as to the state’s new health advisory, which states that people at high risk of severe illness from COVID-19, including those who are elderly and those who are sick, are strongly urged (but not required) to stay in their residences to the extent possible except as necessary to seek medical care. These individuals are encouraged to avoid places where they are likely to be exposed to an increased number of people, wear a mask, and practice good hand-washing hygiene. According to the CDC, those at high-risk for severe illness from COVID-19 include people who are 65 years or older and people of all ages with underlying medical conditions, particularly if not well controlled, including people who: a) have chronic lung disease or moderate to severe asthma, b) have serious heart conditions, c) are immunocompromised, d) are severely obese (body mass index of 40 or higher) e) have diabetes, f) have chronic kidney disease undergoing dialysis, and g) have liver disease.

Age Group	Deaths	Percentage
0 - 19 Years	0	0.0%
20 - 29 Years	5	0.3%
30 - 39 Years	12	0.6%
40 - 49 Years	30	1.6%
50 - 59 Years	105	5.6%
60 - 69 Years	268	14.3%
70 - 79 Years	465	24.8%
80 + Years	987	52.7%
Total	1872	

The Advisory states that all other Ohioans who are not considered high-risk are advised to take precautions to limit the spread of the coronavirus and rely on their sense of personal responsibility and accountability to others when leaving home. The Advisory also recommends (but does not require) that Ohioans who are not considered high-risk stay in their residences when possible with the intent of lowering the rate of spread.

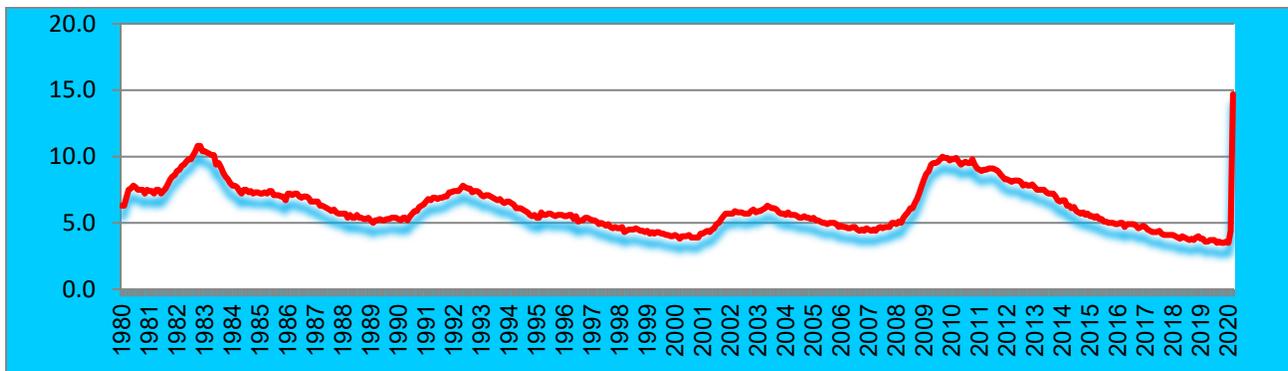
On May 26, Governor DeWine announced the formation of new Congregate Care Unified Response Teams to test residents and staff members in Ohio's nursing homes. Medically trained members of the Ohio National Guard will begin testing residents and staff within nursing homes beginning this week. This testing will help nursing home administrators gauge the status of the virus in their facilities and help isolate the virus to stop it from infecting their community. The testing will be conducted in facilities where residents or workers have confirmed or assumed positive cases. The Congregate Care Unified Response Teams will begin the testing of all residents and staff members in the state’s eight developmental centers to try to limit the spread of COVID-19 in congregate care settings.

On May 21, Governor DeWine announced initial findings from his Minority Health Strike Force. The team was formed in April in response to the disproportionate impact of COVID-19 on African Americans who make up 14 percent of Ohio's population, but represent 26 percent of positive COVID-19 cases, 31 percent of COVID-19 hospitalizations, and 17 percent of COVID-19 deaths in Ohio. Click [here](#) for a copy of the Minority Health Strike Force's preliminary report. Final recommendations will be issued on June 11.



Unemployment Spikes in April, Numbers Expected to Rise

It's official. In just under three months the coronavirus caused the largest spike in unemployment claims since the Great Depression in the 1930s. The chart below shows how the recessions in the 1980s and 2008-09 pale in comparison to the negative effect the coronavirus is having on the Ohio and national economy. The number of unemployed persons increased from 7.1 million in March to 23.1 million in April. The number of unemployed persons who reported being on temporary layoff increased about tenfold to 18.1 million in April, while the number of permanent job losses increased by 544,000 to 2 million.



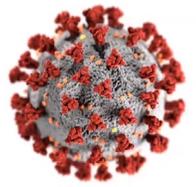
Source: U.S. Department of Labor and www.uwcstrategy.org

It is anticipated that companies will continue to make adjustments to their workforces for the remainder of 2020 due to the negative effects the coronavirus is having on the local, state, national, and global economy.

Ohioans can apply for unemployment benefits online 24 hours a day, seven days a week, at unemployment.ohio.gov. It is also possible to file by phone at **877-644-6562** or TTY at **888- 642-8203, Monday through Friday, 7AM to 7PM, Saturday, 9AM to 5PM, and Sunday, 9AM to 1PM**. Employers with questions should email UCTech@jfs.ohio.gov.

Responsible RestartOhio Plan Enforcement Criticized by House Speaker

Governor DeWine announced that he is assembling an enforcement team to ensure that bars and restaurants are operating safely under the [Responsible RestartOhio plan](#). He said the enforcement team will operate as part of the Ohio Department of Safety's Ohio Investigative Unit (OIU) and will conduct safety compliance checks in crowded bars and restaurants. Businesses found violating the Stay Safe Ohio order or the Dine Safe Ohio order will receive administrative citations that could result in the revocation of liquor licenses. The OIU team will also work with municipal prosecutors to take potential criminal actions against business owners who do not follow the order, which includes the requirement that patrons remain seated while eating/drinking and that parties stay six feet apart.



In response to this announcement, Ohio House Speaker Larry Householder told reporters, “restaurants and small business owners in this state right now don’t feel welcome and that’s really a shame because they provide a great service to Ohioans and the Ohio economy.” During the [press conference](#), Speaker Householder explained that no such enforcement teams were inspecting and penalizing larger retailers and grocers over the last 60 days. “What the heck is going on around here?” he said.



Free COVID-19 Printable Posters and Signs Now Available

On May 26, Governor DeWine announced a new resource on coronavirus.ohio.gov that contains posters and signs that can be displayed by anyone in Ohio. Links to these posters and signs are listed below.

- [Do Your Part to Fight COVID-19 Infographic](#)
- [Face Coverings Signage \(Spanish\)](#)
- [Health Screening Questions for Use With Customers \(Spanish\)](#)
- [Customer Precautions Signage \(Spanish\)](#)
- [Social Distancing Signage \(Spanish\)](#)
- [Symptoms Signage \(Spanish\)](#)
- [Tracing Calls \(Spanish\)](#)
- [Responsible Protocols](#)
- [This or That Prevention Infographic](#)
- [This or That Preparedness Infographic](#)
- [Welcome Stop Sign \(Spanish\)](#)

Sector-Specific Reopening Dates and Requirements

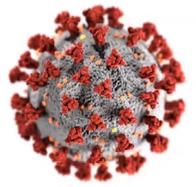
Governor DeWine and Lt. Governor Husted provided the following sector opening dates established as part of the Responsible RestartOhio plan.

June 1	Catering and banquet centers	<ul style="list-style-type: none"> • Click here for sector specific requirements. • Required safety protocols- six feet between tables, no congregating, and a crowd size of no more than 300 people.
May 31	Childcare/day camps	<ul style="list-style-type: none"> • Click here for sector specific requirements. • Childcare providers will be permitted to reopen if these providers can meet required safety protocols • Governor DeWine's Early Childhood Advisory Council created a detailed list of guidelines and best practices for childcare centers to follow.



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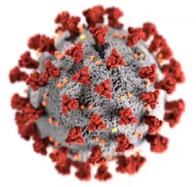
For more information: www.cdc.gov/COVID19

		<ul style="list-style-type: none"> • The full list of mandatory and recommended best practices can be found at coronavirus.ohio.gov • To assist in the reopening of childcare centers, Ohio will use more than \$60 million in federal CARES Act funding to provide reopening grants to all of Ohio’s childcare providers, including family childcare, childcare centers, and both publicly funded and private providers. • More information on how to apply will be posted to the Ohio Department of Job and Family Services website • Governor DeWine also announced that Ohio will fund a research project to study best practices for controlling the spread of COVID-19 in childcare settings. Information gathered from the study will continue to inform childcare regulations moving forward.
May 26	Bureau of Motor Vehicles (BMV)	<ul style="list-style-type: none"> • Click here for sector specific requirements. • Services that can be accomplished online should still be done online. • More details on online BMV services can be found at oplates.com.
	Public/club pools	<ul style="list-style-type: none"> • Click here for sector specific requirements. • Public pools and club pools that are regulated by local health departments in Ohio will be permitted to reopen. • According to the Centers for Disease Control and Prevention, there is no evidence that the virus that causes COVID-19 can be spread to people through the water in pools, hot tubs, spas, or water play areas. Proper operation and maintenance (including disinfection with chlorine and bromine) of these facilities should inactivate the virus in the water. • This does not apply to water parks or amusement parks. Safety protocols for these venues are in development.



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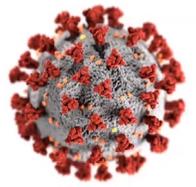


For more information: www.cdc.gov/COVID19

May 26 (cont.)	Health clubs, fitness centers, workout facilities, gyms, and yoga studios	<ul style="list-style-type: none"> Click here for sector specific requirements.
	Miniature golf, batting cages, bowling alleys	<ul style="list-style-type: none"> Click here for sector specific requirements. <ul style="list-style-type: none"> General Non-Contact Sports
	Skills training for all sports, including contact sports, sports leagues (non-contact and limited contact)	<ul style="list-style-type: none"> Click here for sector specific requirements. <ul style="list-style-type: none"> Baseball, Softball, & Batting Cages General Non-Contact Sports Golf Course and Miniature Golf Operators Skills-Training-All Sports Tennis Court Operators This applies only to non-contact and limited-contact sports. Safety protocols for high-contact sports are in development. Tournaments, games, and competitions for contact sports are still prohibited.
May 22	Horse racing	<ul style="list-style-type: none"> Spectators will not be permitted. This does not apply to casinos and racinos. Safety protocols for these venues are in development.
May 21	Campgrounds, including recreational camps and recreational vehicle (RV) parks	<ul style="list-style-type: none"> Beaches Camping and Campgrounds Canoe Liveries and Recreational Paddling Charter Fishing Day Camps Fishing Hiking and Mountain Biking.

Free Face Coverings from Ohio BWC/CDC Guidance

- Governor DeWine announced that the Ohio Bureau of Workers Compensation (BWC) will begin distributing at least 2 million non-medical-grade face coverings to state-funded employers. Public and private employers that participate in the State Insurance Fund will receive a package from BWC containing at least 50 face coverings. These packages will be shipped in batches. The masks are funded through BWC’s existing budget and will not impact any premiums.

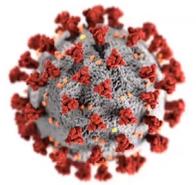


- The **CDC recommends that a cloth face covering should—**
 - fit snugly, but comfortably, against the side of the face
 - be secured with ties or ear loops
 - include multiple layers of fabric
 - allow for breathing without restriction
 - be able to be laundered and machine dried without damage or change to shape



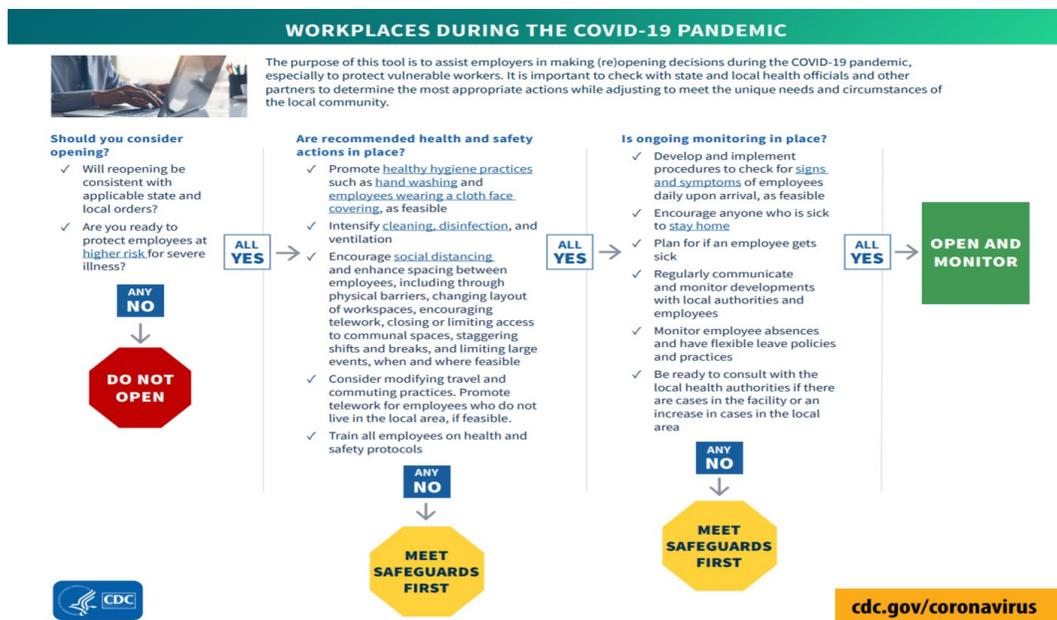
Businesses and Operations that Remain Closed Until Further Notice

- **K-12 schools.**
 - (Excludes activities related to non-contact and limited contact sports; skills training for all sports; pools and aquatic centers.)
- **Childcare services (permitted to reopen May 31).**
- **Catering and banquet centers (permitted to reopen June 1).**
- **Older adult day care services and senior centers.**
- **Adult day support or vocational habilitation services in congregate settings.**
- **Rooming and boarding houses, and workers' camps.**
- **Certain entertainment/recreation sites.**
 - Includes these places of public amusement:
 - Laser tag facilities, roller skating rinks, ice skating rinks, arcades, indoor miniature golf facilities, indoor trampoline parks, indoor water parks, arcades, and adult and child skill or chance game facilities.
 - Gambling industries. (Horse racing is permitted without spectators.)
 - Auditoriums, stadiums, arenas.
 - Movie theatres, performance theatres, and concert and music halls. (Drive-in theaters are permitted to open.)
 - Public recreation centers and indoor sports facilities.
 - Parades, fairs, festivals, and carnivals.
 - Amusement parks, theme parks, outdoor water parks, children's play centers, playgrounds, and funplexes.
 - Aquariums, zoos, museums, historical sites, and similar institutions.
 - Country clubs and social clubs.
 - Certain spectator sports, recreational sports tournaments, and organized recreational sports leagues. (Skills training for all sports is permitted. Non-contact and limited-contact sports are permitted. Batting cages, bowling alleys, tennis facilities, and golf courses are permitted to open.)

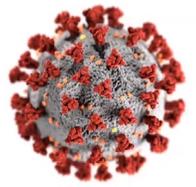


- Some public and private pools. (Public pools and club pools regulated by local health departments are permitted to open. Use of swimming pools for single households also is permitted.)
- Residential and day camps. (Day camps are permitted to reopen on May 31.)

CDC Employer Graphic on Reopening



Protecting Yourself and Others from COVID-19 ODH Graphic



CORONAVIRUS DISEASE 2019 **Ohio** | Department of Health

Protect yourself and others from COVID-19 by taking these precautions.

PREVENTION

For additional information call 1-833-4-ASK-ODH or visit coronavirus.ohio.gov.



STAY HOME



PRACTICE SOCIAL DISTANCING



GET ADEQUATE SLEEP AND EAT WELL-BALANCED MEALS



WASH HANDS OFTEN WITH WATER AND SOAP (20 SECONDS OR LONGER)



DRY HANDS WITH A CLEAN TOWEL OR AIR DRY YOUR HANDS



COVER YOUR MOUTH WITH A TISSUE OR SLEEVE WHEN COUGHING OR SNEEZING



AVOID TOUCHING YOUR EYES, NOSE, OR MOUTH WITH UNWASHED HANDS OR AFTER TOUCHING SURFACES



CLEAN AND DISINFECT "HIGH-TOUCH" SURFACES OFTEN



CALL BEFORE VISITING YOUR DOCTOR



PRACTICE GOOD HYGIENE HABITS

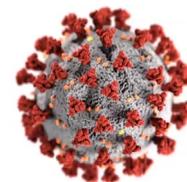
Ohio Legislation Providing Employers Civil Immunity Due to COVID-19

- The Ohio General Assembly is debating the merits of providing companies civil liability protections due to COVID-19. The House version is HB 606, sponsored by Rep. Diane Grendell. The Senate version is SB 308, sponsored by Sen. Matt Huffman. On May 20, the Ohio SHRM State Council provided proponent testimony on both pieces of legislation. A copy of this testimony is provided below.



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Proponent Testimony from Tony Fiore
On behalf of
The Ohio SHRM State Council
On **HB 606**
Before the
House Civil Justice Committee
On
May 20, 2020



Chairman Hambley, Vice Chair Patton, Ranking Member Brown, and members of the House Civil Justice Committee, thank you for the opportunity to provide testimony in support of House Bill 606 (HB 606), sponsored by Rep. Diane Grendell. My name is Tony Fiore and serve as the Director, Government Affairs for the Ohio SHRM State Council.

I am here today on behalf of the Ohio SHRM State Council. The Society for Human Resources Management ("SHRM") was founded in 1948 in Berea, Ohio. SHRM is the world's largest HR membership organization devoted to human resources management. Representing more than 300,000 members with over 115 million employees in over 160 countries, the Society is the leading provider of resources to serve the needs of HR professionals and advance the professional practice of human resource management. SHRM has more than 575 affiliated chapters within the United States and subsidiary offices in China, India and United Arab Emirates. In Ohio, the Ohio SHRM State Council represents over 25 local chapters and more than 15,000 members.

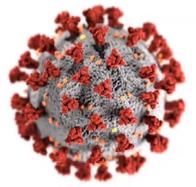
The coronavirus (COVID-19) is placing unprecedented demands on everyone thus far in 2020 and the effects will be felt for years to come. HR professionals are at the epicenter helping companies navigate these uncharted waters. Before discussing the need for the civil protections proposed in HB 606 it's important to know the legal landscape companies and non-profits have to operate under before and in response to the coronavirus.

- Employees have several protections, whether during a disaster or emergency, with penalties to employers for violations. These include the [Occupational Safety and Health Act \(OSHA\)](#) "[general duty clause](#)" to provide each worker "employment and a place of employment, which are free from recognized hazards that are causing or are likely to cause death or serious physical harm." OSHA will utilize outside nationally recognized consensus standards or other authoritative sources, such as recommendations issued by the [Centers for Disease Control \(CDC\)](#), the [National Institute for Occupational Safety and Health \(NIOSH\)](#), the [World Health Organization \(WHO\)](#) or other similar resources. If any workplace injuries or death arise out of or in the course of an employee's employment such injuries or death are likely covered by Ohio's workers' compensation system.
- Most employers already provided paid family or sick leave prior to the [Families First Coronavirus Response Act](#) provided protections for such leave and penalties for not providing them. The [U.S. Department of Labor's Wage and Hour Division's](#) enforcement of [Fair Labor Standards Act \(FLSA\)](#) and job-protected leave under the [Family and Medical Leave Act \(FMLA\)](#) are also available for employee's protection. There are also employee protections under the [Americans with Disabilities Act \(ADA\)](#) which provides certain



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protections to employees who may have physical, mental or emotional “disabilities” but who are otherwise qualified to perform their essential job functions. There are no less than 9 federal agencies, including the [U.S. Equal Employment Opportunity Commission \(EEOC\)](#), that enforce the ADA.

- There was already a workforce/talent shortage before COVID-19, so this problem will likely get worse before it gets better. Business and non-profit closures have surged the number of unemployment claimants to an all-time high since the Great Depression. As employers begin to reopen their operations the additional \$600 per week, as authorized in the federal CARES Act, on top of regular unemployment insurance benefit through the end of July makes them the “bad guy” for asking employees to return-to-work. Why? In many cases, this will provide more money than the employee normally made when working. These employees may feel less inclined to return to work before August, and therefore, refuse the employer’s recall. This also puts an additional strain on those operations that obtained funding through the [U.S. Small Business Administration’s Paycheck Protection Program](#) since employers may not be able to bring back as many employees to reach the loan forgiveness thresholds before the end of June.
- Anyone who violates the Governor DeWine and the Ohio Department of Health orders may be charged with a 2nd-degree misdemeanor under [O.R.C. 3701.99](#), which carries a maximum potential penalty of up to 90 days in jail and a fine of up to \$750.00. There may be additional penalties, including license revocation, if the company or individual is licensed under a state agency, board, or commission.

I’ve recapped some of these federal, state and local laws because protections and penalties will remain in place even if the civil liability protections in [HB 606](#) become law.

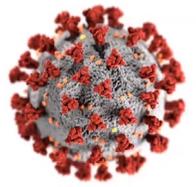
What this proposal does for companies and individuals is to give them fairness and predictability at no cost to the government. Everyone has made significant sacrifices to help prevent as many people as possible from contracting the coronavirus. It will take years for some companies to fully recover from this pandemic and others may never reopen. The last thing companies should have to deal with are frivolous lawsuits alleging an individual or class of individuals contracted the coronavirus from a particular business. One thing the Ohio General Assembly can do for companies and HR professionals that do everything possible to protect employees and third parties is to grant them the civil liability protections contained in [HB 606](#).

Chairman Hambley, Vice Chair Patton, Ranking Member Brown, and members of the House Civil Justice Committee, thank you for the opportunity to provide testimony in support of [HB 606](#). Please contact me at afiore@keglerbrown.com or (614) 462-5428 if you have any questions.



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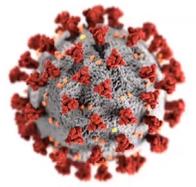
For more information: www.cdc.gov/COVID19

Federal Government Developments - Congress

HEROES Act Passes out of U.S. House – Senate Expected to Make Changes

On May 15, the U.S. House passed [H.R. 6800](#), the [Health and Economic Recovery Omnibus Emergency Solutions Act, or "HEROES" Act](#), by a vote of 208 to 199. A summary of the provisions included in the bill is listed below. The U.S. Senate read the bill for the first time on May 21, but Senate Republicans have indicated they do not plan to act on the bill in the near future.

- Provides nearly \$1 trillion to state, local, and territorial and tribal governments to pay workers like first responders, health workers, and teachers.
- Establishes a \$200 billion Heroes' fund for essential workers to receive hazard pay.
- Provides another \$75 billion for coronavirus testing, contact tracing and isolation measures, ensuring every American can access free coronavirus treatment, and supports hospitals and providers.
- Provides a second round of economic impact payments of \$1,200 per family member, up to \$6,000 per household.
- Enhances the new employee retention tax credit that encourages employers to keep employees on payroll.
- Requires OSHA to issue a strong, enforceable standard within seven days to require all workplaces to develop and implement infection control plans based on CDC expertise, and prevents employers from retaliating against workers who report infection control problems.
- Strengthens the Paycheck Protection Program to ensure that it reaches underserved communities, nonprofits of all sizes and types, and offers flexibility to small businesses by providing \$10 billion for COVID-19 emergency grants through the Economic Injury Disaster Loan program.
- Protects Americans losing their employer-provided health insurance with COBRA subsidies to maintain their coverage and creates a special enrollment period in the ACA exchanges for uninsured Americans.
- Extends the \$600 weekly federal unemployment payments through January 2021.
- Provides \$175 billion in new support to assist renters and homeowners in making monthly rent, mortgage, and utility payments and other housing-related costs.
- Makes a 15 percent increase in SNAP benefits and additional funding for nutrition programs to help families put food on the table.
- Provides funding for elections, an accurate census, and the U.S. Postal Service.



Paycheck Protection Program (PPP) Loan Forgiveness Guidance

- The Treasury Department and Small Business Administration recently released the application form and instructions for loan forgiveness. The forgiveness forms, instructions, and worksheets can be downloaded [here](#) and [here](#).
- The [U.S. Chamber of Commerce released guidance](#) to help companies navigate PPP loan forgiveness. This guidance includes a frequently asked questions section with answers to important questions, like the maximum amount of loan forgiveness, 75% rule, what happens to loan amounts not forgiven, and record-keeping requirements.
- Congress is debating a number of changes to employer assistance programs due to the coronavirus, including the PPP. Two options include eliminating the 75% rule and/or extending the 8-week period to up to 24 weeks.



Temporary I-9 Rules in Effect Due to the COVID-19 National Emergency

- On May 12, the Department of Homeland Security published a [temporary final rule](#) to change certain H-2B requirements to help secure the U.S. food supply chain and reduce the economic impact of the coronavirus public health emergency on H-2B employers. The temporary flexibilities are available through Sept. 11, 2020.



How Do U.S. Companies Prepare for the Next Phase of Trade with Asia?

Between COVID-19 disruptions and increasing tensions between Beijing and Washington, are there still opportunities to pursue in and around China?

To address this, on June 2, the Greater Columbus Chinese Chamber of Commerce will be hosting an online panel discussion that will include representatives from the Hong Kong Trade Development Council and One Columbus. Click [here](#) to register.

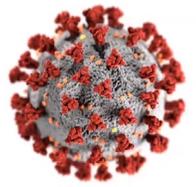


GREATER COLUMBUS CHINESE
CHAMBER OF COMMERCE
俄亥俄哥伦布中美商会



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For more information: www.cdc.gov/COVID19

Future Issues for State and Federal Discussion and Debate

- New programs to help small businesses/additional funding for the PPP
- Additional economic stimulus checks for all Americans
- Economic assistance for non-profits faced with unforeseen COVID-19-related 2020 conference cancellation obligations
- Liability/safe harbor protections for companies that comply with all government orders
- Federal government fully funding unemployment for business, government and non-profits
- Local and state budget shortages due to significantly reduced tax revenues
- Long-term gig economy worker programs that provide assistance (i.e. unemployment)
- Policies to avoid future economic shutdowns from contagious, microscopic organisms

Next Steps for Business Owners

Step 1: Work with financial and legal advisors who can:

- help you develop workplace policies that will address the new normal in the post-COVID-19 world, including navigating employment laws, telecommuting, and return-to-work;
- guide you in applying for and complying with requirements for currently existing government grant and loan programs;
- monitor new legislation aimed at small business owners and help you act fast to take advantage the programs; and
- advise you in applying for private funds that are rapidly becoming available.

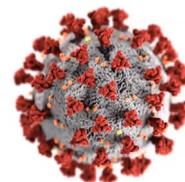
Step 2: Communicate with your elected officials

- Thank them for their efforts to help constituents. We elect them to represent us at the local, state, and national level in good times and bad. But, they are being bombarded by thousands of constituents that all need their help at once. Be patient and understand they are likely putting their best effort toward your needs.
- Tell them what's working, what's not, and what else they can do to help you through these challenging times. These are tough times for all Ohioans. Governments at all levels are trying to help residents stay safe and healthy throughout the coronavirus pandemic. But, your elected officials need to hear from you.
- Tell them what else could help individuals, families, and businesses get through this unprecedented time.
- Provide them with ideas on how to jump start the economy once we are past the pandemic.



Employers Guide to Coronavirus – Part 7

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For more information: www.cdc.gov/COVID19

Click [here](#) to provide constructive feedback directly to your federal and state elected officials.

Additional Information with Hyperlinks

- **Gov. Mike DeWine** – [Daily video briefing](#) and [Executive Orders](#)
- **ODH** – www.coronavirus.ohio.gov or 1-800-427-5634 (1-833-4-ASK-ODH), [Top 10 Things You Can Do to Prepare for COVID-19](#) and [Checklist for Business/Employers](#)
- **CDC** – [Interim Guidance for Business and Employers](#)
- **SHRM** – [Coronavirus and COVID-19 Resource Center](#)

As a SHRM member you will have access to resources such as:

- COVID-19 Back-to-Work Checklist
- Return-to-Work Guide for Employers
- COVID-19 Employee Screening Procedures
- Notice of Recall
- Coronavirus Warning Poster for Business Entrances
- Can we keep furloughed or laid-off employees on our group health plan?
- Can employees refuse to recall a work and still collect unemployment?
- **OSHA** – [OSHA Injury and Illness Recordkeeping and Reporting Requirements](#)
- **US Dept. of State** – [Interactive Travel Advisory Map](#)
- **USDOL** – [Coronavirus Resources](#) - [Employee Rights: Paid Sick Leave and Expanded Family and Medical Leave under The Families First Coronavirus Response Act \(FFCRA\)](#) and [Federal Employee Rights: Paid Sick Leave and Expanded Family and Medical Leave under The Families First Coronavirus Response Act \(FFCRA\)](#)
- **EEOC** - [Pandemic Preparedness in the Workplace](#) and [What You Should Know About the ADA, the Rehabilitation Act, and COVID-19](#)
- **IRS** - [COVID-19-Related Tax Credits for Required Paid Leave Provided by Small and Midsize Businesses FAQs](#)
- **Kegler Brown Hill + Ritter** - [COVID-19 Resource Center](#)



Why join SHRM and a local chapter?

Our membership is made up of volunteer leaders who are elected or appointed to the State Council Board and includes 25 Chapter Presidents of our local SHRM affiliated chapters in Ohio. The Ohio SHRM State Council is dedicated to leading, educating, and inspiring over 15,000 HR professionals in Ohio

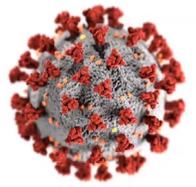
We are able to provide these resources mostly free of charge, but some of them are members-only to protect the value of dues paying members.

SHRM Membership and Chapter Membership are the perfect combination. If you are not a member of a local SHRM Chapter in Ohio, please consider joining to gain access to networking opportunities, career resources, and professional development opportunities in your community. Click [here](#) for a listing of our chapters across the state. SHRM membership is separate from membership in your local chapter. By joining SHRM you will gain access to thousands of HR resources and hundreds of professional development opportunities. To learn more about the benefits of SHRM and how to join, visit SHRM's membership [page](#).



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