

An illustration of a diverse crowd of people, all wearing face masks. The people are rendered in various colors and styles, representing different ethnicities and ages. The background is a mix of warm and cool tones. A semi-transparent dark blue rectangle is overlaid on the center of the image, containing the main title text.

CRISIS MANAGEMENT FOR COVID-19

Phase 17 (Week 20): Congressional Update, Legal Update, & Back to School Clarity

*Presented by:
Hanna Resource Group
and
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INTRODUCTIONS



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WHAT WE'LL COVER

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Updates
from
Washington

2

Back-to-School
Considerations for
Employers

3

Legal Updates and
Potential Relief for
Employers



90% RISK
OF TRANSMISSION



30% RISK
OF TRANSMISSION



5% RISK
OF TRANSMISSION



1.5% RISK
OF TRANSMISSION



0% RISK
OF TRANSMISSION



1

Updates from Washington



Mary Rosado
*Chief of Staff for
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Questions & Answers





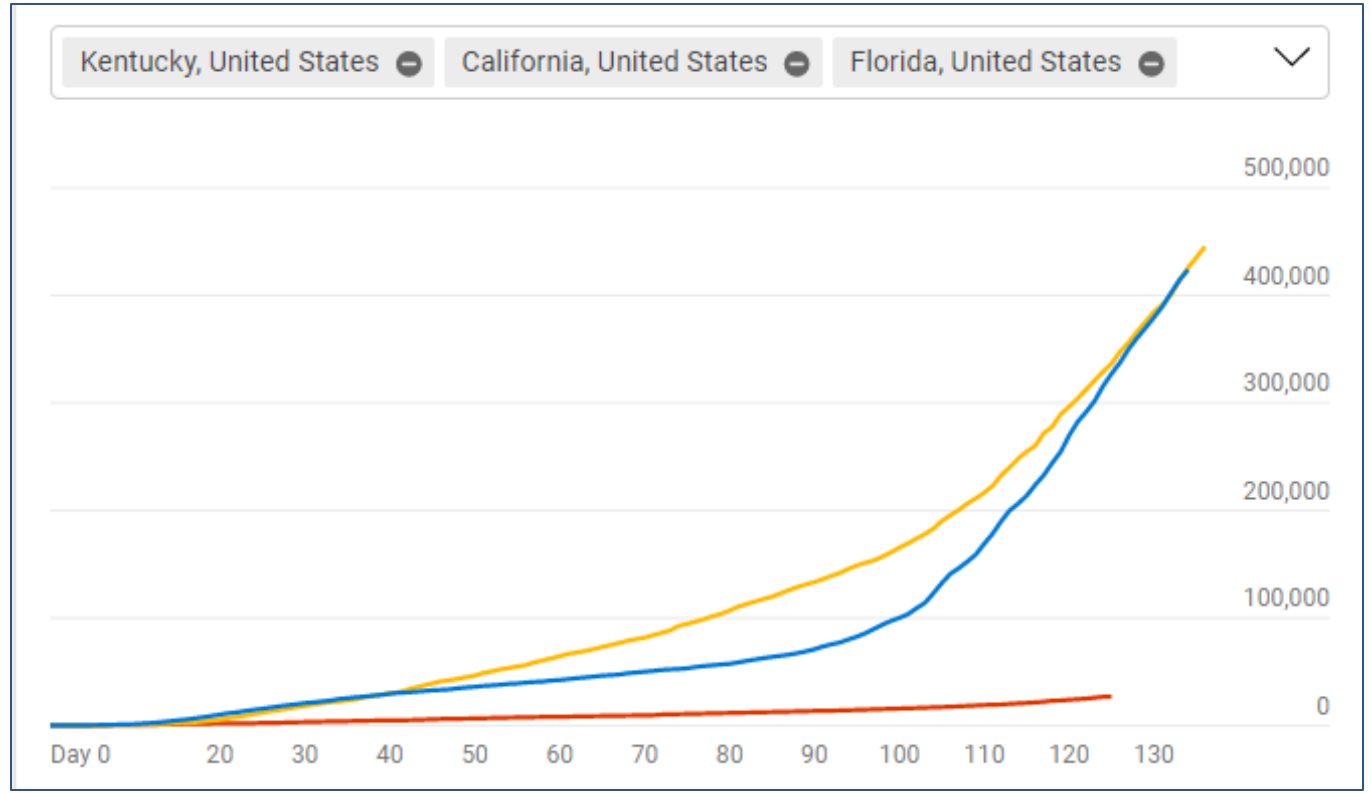
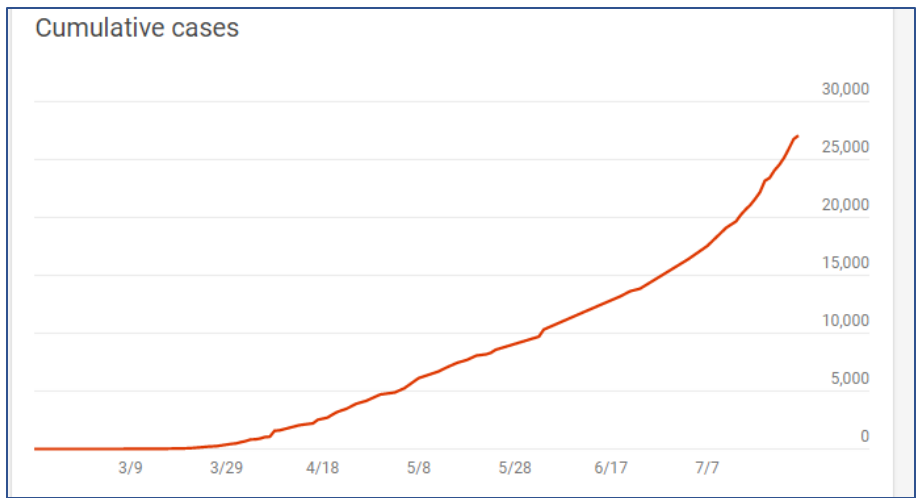
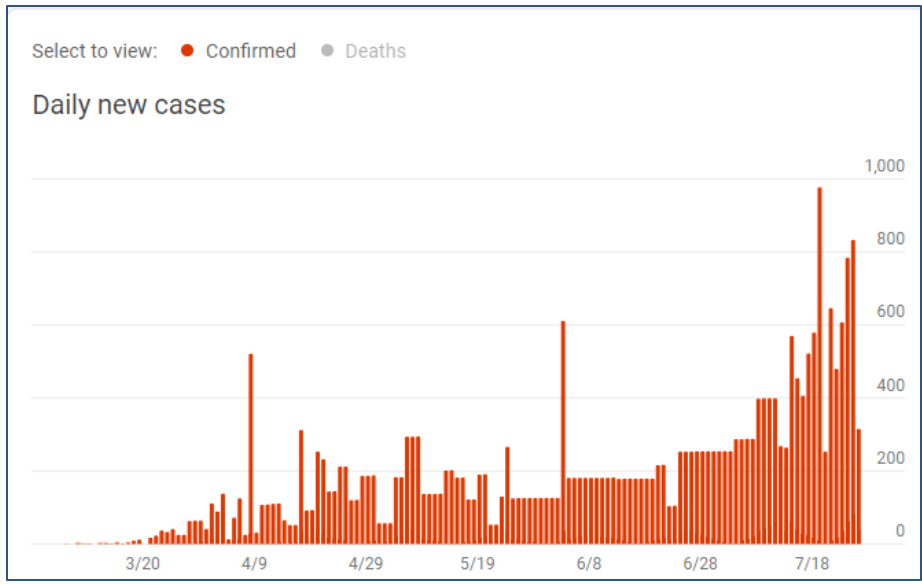
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Legal & Congressional Updates for Employers



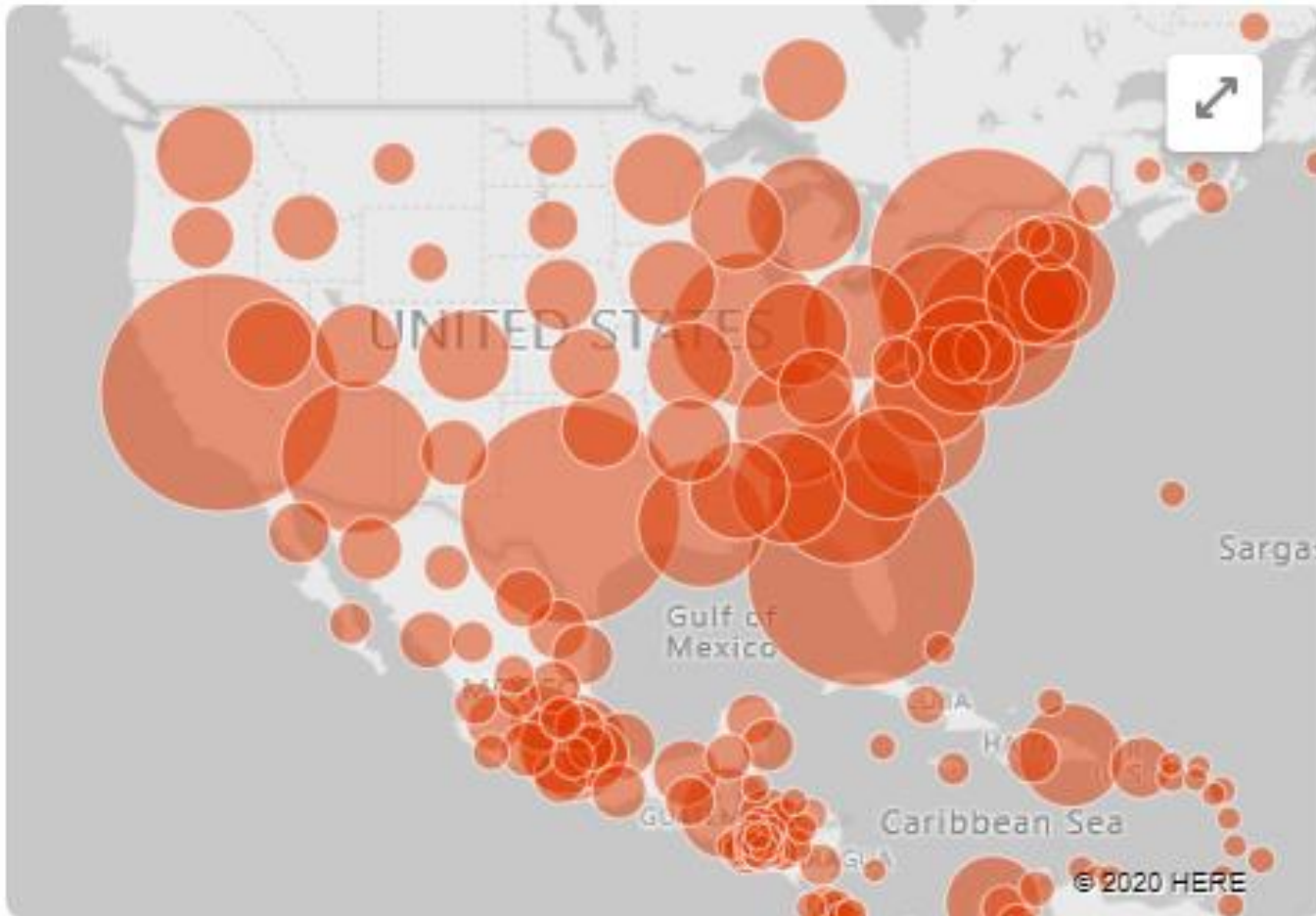
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Kentucky's COVID-19 Daily New Cases & Trends



As of July 27, 2020, the following are the up-to-date figures for Fayette Co., Kentucky, and United States

Confirmed cases



Fayette County cases

Updated Jul 27 at 10:09 AM local

Confirmed

2,381

+23

Deaths

44

Recovered

-

Kentucky cases

Updated Jul 27 at 10:09 AM local

Confirmed

27,079

+315

Deaths

700

+4

Recovered

7,421

See breakdown



United States cases

Updated Jul 27 at 10:09 AM local

Confirmed

4,314,409

+64,029

Deaths

149,170

+577

Recovered

1,299,302

+21,865

Two Proposed Legislative Aid Packages

We previously referenced the House Bill containing \$3,000,000,000,000 (\$3T) in aid in May

- The Bill was “DOA” in the Senate

Senate-supported \$1T bill was to be announced last Friday but a straw poll failed, causing delay

Rumors of inclusion:

1. Continuation of Unemployment Payments (70% of actual income/around \$400/week)
2. Inclusion of incentive pay for employees to return to work (\$\$\$ added to Paycheck)
3. \$1,200 Stimulus Checks (duplicating previous payments); **just announced new \$\$\$**
4. Back to School Financial Assistance
5. COVID-19 Testing Assistance

Additional areas included potential elimination of Payroll Taxes (employer and employee); additionally, there may be a Phase 4.5 prior to Phase 5 to continue UI benefits during debate

Senate Proposed Legislative Aid Packages

We previously discussed serious concerns regarding liability. Senate Bill protects Employers:

- Business Immunity for adhering to Guidelines
- Labor & Employment Protections for adherence to Guidelines
- Federalizing Personal Injury Claims
- Requiring Gross Negligence/Willful Misconduct for liability
- Sunset provision over extended period to cover ongoing claims (black lung type issue)

Finance

- PPP Round 2
- Extending Unemployment; Enhancing funding to return to work
- Stimulus Package for individuals
- Small Business Assistance in numerous “buckets”

New CDC Guidelines on Quarantine Isolation

On July 26, 2020, the CDC issued new “guidelines” for Quarantine and Illness Recovery:

- According to the CDC, those who have tested positive can be with others after:
 1. At least 10 days since symptoms first appeared and
 2. At least 24 hours with no fever without fever-reducing medication and
 3. Symptoms have improved
- If you continue to have no symptoms, you can be with others after:
 - 10 days have passed since the date you had your positive test

The CDC has advised that these are “guidelines” – MD may require extended isolation

The impact upon businesses will be substantial:

- Ten days or 14? What to do if someone travels to “hot spot”? Negative test result, but physician note “recommends” isolation”?

Questions & Answers





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Back to School “Clarity” for Employers



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Kentucky's "Healthy at School"

Large-Scale School Decisions Have Been Announced:

- Fayette County: "NTI-2DL" – Non-Traditional Instruction – Differentiated Distance Learning starting August 24, 2020, additional info to be provided after 7/27/2020 Board Meeting
- Jefferson County: NTI starting August 25, 2020, for a six week period
- Covington County: Starting 9/1, two days per week, 1 day "planning; 1/2 in school, 1/2 at home
- Scott County: "Option" of at home or in-school, starting August 26, 2020
- Warren County: "Option" of at home or in-school, starting August 24, 2020

All schools providing an "option" or traditional learning adopted the Healthy at School Directive provided by the Governor's Office

- temperature checks; masks (except K-1); Social Distancing

Employer Decisions for School-Based Decisions

- Fayette County/Jefferson County (Mandatory Distance Learning):
 - Because this is mandatory distance learning, Employers must allow FFCRA/Sick Leave
- Covington County (Mandatory Partial Distance, Partial In-Person):
 - Because this is a **mandatory** split in-person and distance learning, Employers must allow employees to utilize intermittent FFCRA/Sick Leave to properly care for children since schools are "not available" on the every-other day
- Scott County/Warren County (Option Learning):
 - As we discussed last week, because the schools are offering an "option" to parents, any parent selecting the "at home" option would **not** qualify for FFCRA/Sick Leave because they have voluntarily selected NTI, and the school is, in fact, available

Any Employer faced with employees facing these issues needs to discuss potential issues with their employees so that there are no surprises. Employees need to be careful!

Questions & Answers



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