


SAHRMA PRESENTS: NAVIGATING THE NEW NORMAL: TIPS & TRICK



AGENDA

- Recap of ESICK & EFMLA
- Return to Work Tips
- Best Practices
- Tips & Tricks for Parents

HOUSEKEEPING ITEMS

- We will move fast and may not be able to cover everything
 - Situation/Laws are changing frequently
 - This webinar is not a substitute for legal advice
 - Slides will be available
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EMERGENCY SICK LEAVE & EMERGENCY FMLA LEAVE

EMERGENCY SICK LEAVE

- ▶ Employers with 1-499 employees
 - ▶ Employees are counted if in the United States, the District of Columbia, or any territory or possession of the United States.
- ▶ Any employee who works for employer is eligible
 - ▶ •No minimum days/hours of employment
- ▶ •If the EMPLOYEE is sick, employee is entitled to:
 - ▶ •Full-time Employees –80 hours of paid sick leave
 - ▶ •Part-time Employees –Paid based on the average number of hours the employee worked for the six months prior to taking this paid sick leave.
 - ▶ •Or, if employed for less than 6 months, the average number of hours per week the employee would normally be scheduled

EMERGENCY SICK LEAVE – Qualifying Reasons

Must provide paid sick time “to the extent the employee is unable to work (or telework) due to a need for leave because:

- (1)The employee is subject to a federal, state or local quarantine or isolation order related to COVID-19.
- (2)The employee has been advised by a health care provider to self-quarantine due to concerns related to COVID-19.
- (3)The employee is experiencing symptoms of COVID-19 and seeking a medical diagnosis.
- (4)The employee is caring for an individual who is subject to an order or self-quarantine as described above.(
- 5)The employee is caring for a son or daughter if school or child care is closed/unavailable.
- (6)The employee is experiencing “any other substantially similar condition” specified by HHS (catch all).

EMERGENCY FAMILY AND MEDICAL LEAVE

Employers with 1-499 employees

- Employees are counted if in the United States, the District of Columbia, or any territory or possession of the United States.
- A corporation is a single employer, rather than its separate establishments or divisions
- Separate entities will be one employer if they meet either the joint employer or integrated employers tests (as set forth in FMLA regulations)
- Significantly expands FMLA on a temporary basis
- Any employee who worked for employer for 30 days prior to leave and has a qualifying reason is eligible (no requirement of 12 months/1250 hours)
- Provides up to 12 weeks of job-protected leave (paid after the first 10 days)

EMERGENCY FAMILY AND MEDICAL LEAVE – Qualifying Reasons


12 weeks of job protected leave when:

- “The employee is unable to work (or telework) due to the need for leave to care for the son or daughter under 18 years of age of such employee if the school or place of care has been closed, or the child care provider of such son or daughter is unavailable, due to a public health emergency.”
- Likely FMLA definition of “son or daughter” will apply.

“Public Health Emergency”

- An emergency with respect to COVID-19 declared by a Federal, State or local authority

RETURN TO WORK

- Rehire or Returning Furloughed Employees
 - Accommodations
 - Testing - Temperature taking & COVID-19 related symptoms
 - Review Policies
 - Train Management and Employees
 - Workplace Safety
 - Refusal to Return to Work
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RETURN TO WORK CONT.

- Encourage employees to wash their hands. Ensure that proper hand washing tools/soap is available.
- •Educate your workforce.
- •Allow employees to work from home if possible.
- •Encourage employees to not touch their faces, eyes, and mouth.
- •Increase custodial/sanitizing schedules to the extent possible.
- •Encourage employees to contact a doctor if they develop symptoms of the coronavirus and be tested.

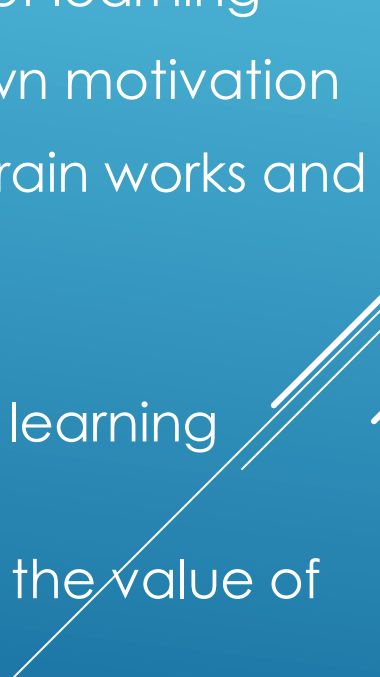
BEST PRACTICES

- Stay up-to-date on guidance from federal, state, and local health officials; and communicate accurately to your employees.
- Train employees on the steps they can take to prevent the spread of the virus, i.e. washing hands, social distance, coughing/sneezing etiquette, avoiding touching your face) and place poster explaining these actions in the workplace.
 - Develop and implement an emergency communication plan to:
 - communicate action being taken at the workplace to prevent the spread of the illness, i.e. enhanced cleaning protocols, what else are you doing
 - address employee questions and concerns on issues such as pay and leave
 - Provide a work environment that promotes good personal hygiene, i.e. adequate supplies of tissues available, no-touch trash cans with plastic liner, hand soap, hand sanitizer, disinfectants.

BEST PRACTICES CONT.

- Encourage employees to wipe down their workplaces at the end of each day.
- Encourage employees who exhibit symptoms of the illness to stay home, contact a healthcare professional, and remain home until otherwise instructed by a healthcare profession.
- If an employee gets sick at work or display symptoms of the illness, minimize contact with other employees and send the sick employee home.
- Business Continuity:
 - keep medical information related to employees who have the coronavirus confidential.
 - plan for increase absenteeism due to employees who are sick or self-quarantined.

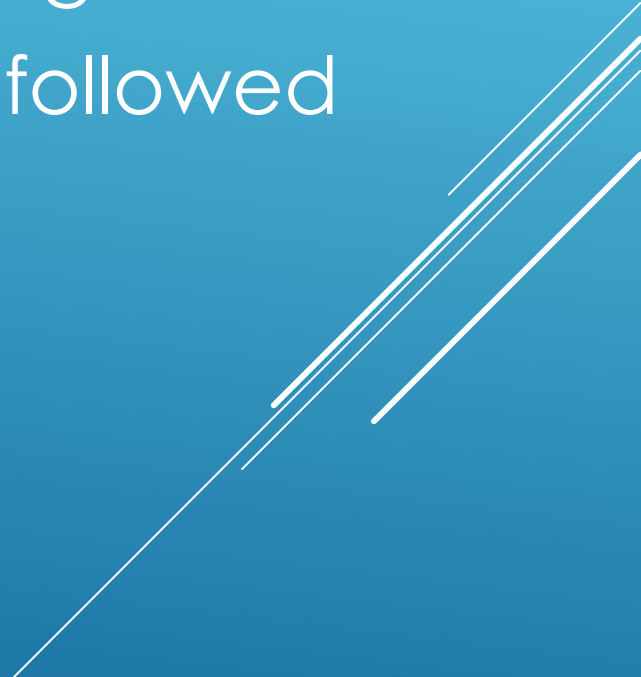
REMOTE LEARNING TIPS FOR PARENTS

- Set (and keep) a schedule
 - Make sure they have materials
 - Create a daily plan
 - Don't teach - help them understand
 - Make sure all work is completed
 - Help them check messages and communicate with school
 - Keep in mind that it's about the child, not the work
 - Learn to identify the barriers
 - Use school resources
 - Personalize the learning
 - Encourage a growth mindset
 - Use the right resources
 - Organize their learning environment
 - Encourage self-direction
 - Honor the complexity of learning
 - Help them find their own motivation
 - Understand how the brain works and how learning happens
 - Gamify the learning
 - Help your child build a learning network
 - Help them understand the value of knowledge
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REMOTE LEARNING TIPS FOR PARENTS

- Mirror their in-person school routine
- Be a role model
- Set a positive tone
- Create an effective learning environment
- Encourage them to take breaks
- Establish a reward system
- Prioritize more difficult work
- Accept their will be trial and error
- Incorporate art and music into their day
- Get them active
- Work/Communicate as a team with teachers
- Give positive feedback too
- Be patient
 - ▶ Make learning a family activity
 - ▶ Ask them what they are learning
 - ▶ Encourage social interaction
 - ▶ Practice mask-wearing outside of school
 - ▶ Work your child's camera
 - ▶ Ask about tutoring options
 - ▶ Show your appreciation
 - ▶ Emotionally check in on your child

RECAP

- Remember employees may qualify for some form of paid leave
 - Review policies with employees and management
 - Ensure safety and cleaning protocols are followed
 - Stay up-to-date with the laws
 - Work with parents and caregivers
 - Be patient
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Visit these websites for further information

www.OSHA.gov

www.CDC.gov

www.EEOC.gov

www.DOL.gov

<https://texas.gov/covid19/>

twc.fraud@twc.state.tx.us or call 1-800-252-3642

Thank you for joining! Upcoming Events:

October 2 @ 10:30 Monthly Meeting

October 13 @ 9am EEOC Training

October 13 @ 11:30 Strengthening Strategic
Alliances A Virtual SAHRMA Symposium

October 20 @ 6pm Mental Illness & The
Workplace

October 29 @ 5:30 Mixer – Main Event 151



www.SAHRMA.org

