

AS OF MARCH 27 2020, THERE ARE NEW LAWS PASSED THAT ARE APPLYING IN REGARDS TO COVED19 LAWS WILL BEGIN 4/1/2020 FOR EMPLOYERS. THIS APPLIES TO PROFIT AND NON PROFIT BUSINESSES THESE LAW

NEW FEDERAL AND STATE POSTERS WILL NOW BE REQUIRED TO BE POSTED IN YOUR BUSINESS OFFICE. IF PEOPLE ARE WORKING FROM HOME, THESE NEW FED PAYROLL POSTERS MUST BE SHOWN ON YOUR WEBSITES. POSTERS ARE CURRENTLY ISSUED IN ENGLISH ONLY FOR NOW.

THIS IS THE LAW THIS IS PRIORITY. CONTACT YOUR HR PAYROLL DEPARTMENT TO MAKE SURE ALL POSTERS ARE RECEIVED IMMEDIATELY.

EMPLOYERS ARE NOT ALLOWED TO ASK THE EMPLOYEE IF THEY ARE DIAGNOSED WITH COVED 19

EMPLOYERS ARE ALLOWED TO ASK IF THE EMPLOYEE HAS SYMPTOMS.

EMPLOYEES IF DISCLOSE THE INFO TO THE EMPLOYER, THE EMPLOYER IS ALLOWED TO ASK THE EMPLOYEE TO LEAVE FOR 14 DAYS. THE EMPLOYER NEEDS TO CONFIRM WITH WHOM THE EMPLOYEE WAS IN CONTACT WITH AND WORK AREA. REGARDLESS IF IT’S 15 OR MORE EMPLOYEES, THE EMPLOYER IS ALLOWED TO ASK THE EMPLOYEES TO LEAVE FOR 14 DAYS.

SOME EMPLOYERS WILL BE ALLOWED TO ASK FOR A RETURN TO WORK DISCLOSURE FROM THE EMPLOYEES MEDICAL PROVIDER. AND, WE USE THE WORD, “MAY.”

EMPLOYERS ARE RECOMMENDED IF AN EMPLOYEE IS DIAGNOSED, KEEP A SEPARATE FILE ON THE EMPLOYEE. IT CAN NOT BE INCLUDED IN THE STANDARD EMPLOYEE FILE. ONE STEP FURTHER, ANY TYPE OF EMPLOYEE CLAIM FILE IS CREATED, THIS FILE SHOULD BE IN A SEPARTED COMPARTMENT, TOTALLY!

KNOW YOUR EMPLOYEE COUNT VERSUS THE FREE LANCERS. DISCUSS THIS WITH YOUR ACCOUNTANT OR HR DEPARTEMENT. EACH STATE HAS THEIR OWN RULES.

WHEN DOCUMENTING – ON COVED 19…ALL RELEASES MUST BE IN WRITING AND DATED.

AS ALWAYS WASH YOUR HANDS.

SOCIAL DISTANCING IS STILL A MUST

Delta Insurance Advisors