

10 Questions To prepare your organization for Covid19 impacts (Week 4)

1. Have you posted the Families First Coronavirus Response Act (FFCRA) Employee Rights Notice?

Link to the required posting:

https://www.dol.gov/sites/dolgov/files/WHD/posters/FFCRA_Poster_WH1422_Non-Federal.pdf

Link to Frequently Asked Questions regarding Notice:

<https://www.dol.gov/agencies/whd/pandemic/ffcra-poster-questions>

2. Do you have a consistent process to follow for requesting and approving paid sick leave or EFMLA?

3. Have you reviewed your current PTO/Sick Leave policies and understand how they coordinate with new FFCRA requirements?

4. Are you and/or your managers continuing to actively manage the performance of your teleworking employees by checking in regularly and providing feedback?

5. Are you and/or your managers creating opportunities for teleworking teams to check in and connect with one another?

6. Are you and/or your managers providing your teleworking employees resources and helpful tips on working from home?

7. For open offices. Do you have disinfectant wipes/sprays out in the open and widely available for use, especially in common areas?

8. For open offices. Have you created any physical barriers or signs to remind staff to keep distance from each other?

9. Is your organization aware of the agreement to waive care costs for Covid treatment between the dates of 3.1.2020 and 5.31.2020 on fully insured plans?

Click the link to read more details: <https://mn.gov/governor/news/#/detail/appld/1/id/426435>

10. Is your organization aware of the update on Flex and HSA liberalizations?

The CARES Act eliminates the requirement that over-the-counter medicines and drugs must be prescribed in order to be considered a qualified medical expense for HSAs, health flexible spending arrangements (FSAs), health reimbursement arrangements (HRAs), and Archer medical savings accounts (MSAs). The CARES Act also categorizes female sanitary products as qualified medical expenses for HSAs, health FSAs, HRAs, and Archer MSAs. These provisions will apply to expenses incurred and amounts paid after December 31, 2019.

Source: United Benefit Advisors, LLC *see attachment in this email for full article

SevenHillsCleveland is not a law firm, and those employed with SevenHillsCleveland are not acting as your attorney. The information provided does not, and is not intended to, constitute legal advice; instead, all information is prepared and provided for general informational purposes only.