

Emergency Sick Pay - not the portion pertaining to FMLA - is required of ALL employers with less than 500 employees? **Under 50 can seek exemption (however you may be asked to justify this)**

If so, does it pertain to employees that are unable to work because they are self-quarantined even if you have deemed your business essential? **NO**

I have a co-worker returning from Florida with his family tomorrow. I doubt he will self-quarantine. Ohio Governor's recommendation is to self-isolate on return from Florida but does not specify a time period and it is not mandatory. Can I force him to stay home? **Yes, you can prevent them from returning, they will be eligible for unemployment**

Can we "layoff" one of the owners from the business while another owner continues working so we can draw unemployment for just one owner? Right now, we have 3 in the business, one is a non-owner. We still have active clients although more than 1/2 of clients have either cancelled or "paused" their marketing programs resulting in a lack of work - we basically need 2 of us working on clients **See ODJFS website. If owners are W2 compensated, better chance.**

Can we take an employee from 40 hours to 30 and still make a claim for the business to get reimbursement for the lost time? **Probably not**

If we layoff an employee who participates in our healthcare plan, do we know how to handle this so that the employee doesn't have to file for COBRA? Can the business make their payments and reconcile with the employee later re: any co-payment requirements? **Assuming this is a furlough, health insurance can be maintained.**

If someone is a "seasonal" employee and has only worked one day before they were "laid off" due to the virus, can that person file for unemployment? **20 weeks of employment 4 out of the 5 quarters**

If someone works for two jobs, do they file for just one job or both? **List both employers. ODJFS has addressed this**

Our business is a pass through for our customers and we get paid in advance for the products that we purchase. So we have those prepaid funds in the bank but that money is not ours - it's set aside for client purchases. How do we qualify for aid if the bank is looking at all of our assets? **Funds in trust should not affect your eligibility**

Regarding the rates of pay for EPSLA, it says

Qualifying reason #'s 1-3: Up to \$511/day

Qualifying reason #'s 4&6 2/3 of regular pay up to \$200/day

What about qualifying reason #5? **People that may transition into FMLA first 2 weeks under sick leave 2/3 max of 200**

Question: What are the rights of a mother of a small child in this situation? The child's daycare is closed. Is she required to go to work if she works at an "essential business". Can she be punished for not going to work? **No - employer could face penalties**

April 1st is when the FFCRA goes into effect. Do employers need to be prepared with policy adjustment for that? **No need to modify handbook, but do need to make employees aware**

As an essential company whose employees travel typically staying in 2 to a room, should we change that up during this time or are we safe to keep them together? **Change it. Separate crews traveling in the same vehicle.**

Being a construction company, we are considered an essential business and can keep working however we decided to shut down for (2) weeks until we develop a response plan. If we're having difficulty keeping the 6' social distance while working on our jobsites, could this be considered a *violation* and cause us not to work? **Face guards, makeshift masks, gloves and other PPE**

I'd like to understand the difference between furlough and layoff? Are employee unemployment benefits affected if furloughed? In furlough, can we carry employee's medical insurance without affecting their unemployment benefits? **In a furlough, the expectation is that you are bringing them back. From unemployment perspective, it does not matter. If not for-cause, they are going to get the benefit.**

Can we clarify again Frank's response to my question above? that portion of H.R. 6201 "The employee is subject to ...Isolation related to Covid-19" - How is Ohio's Stay at Home Order not considered State required isolation? **Unless you have been instructed to quarantine or self-isolate, you must come to work Need 3rd party**

Can you provide an example letter for employees to carry for an essential business? **Yes**

Under the essential business, if some work you have is deemed essential that covers the whole business or only part of the business that does the essential work. Can a business close down the non-essential portion and do the benefits get split? **Non-essential must be closed down**