

## Addressing Unemployment & Paid Leave

March 30<sup>th</sup>

Speaker: Bricker Daughtry

0:00 Intro

3:15 DOL changes in unemployment due to reduction in hours due to COVID

4:00 Filing for unemployment for your employees

6:45 Employee out for reason other than COVID

7:15 Coronavirus Relief Act that was just passed

7:55 Paid Sick Leave Act/Family Medical Leave Act

10:08 Six Reasons to get paid leave as an employee under the CARE Act

12:38 How much is an employee going to get paid

14:10 Expanded Medical Leave Act

15:45 Where does the money come from

### Q&A

18:30 Brand new businesses that have already sunk a hefty investment, do they have any recourse?

19:27 If an employee doesn't want to come into work out of fear, but is not impacted by coronavirus, what are the employers responsibility in regards to unemployment?

22:20 Do we have to pay this per week or internal pay periods?

23:30 Relief Act: Is there a max-minimum employee count?

24:00 How long pay an employee with a child who does not want to work?

26:20 After employer files for partial unemployment does employee need to file as well?

26:50 Employee who does not want to work but you are offering hours, do you file for them as well?

28:05 Does DOL rule apply to those employees who are on furlough who are coming back after we open to the public?

29:30 If employees hours are reduced what percentage of hour reduction must they undergo to have balance of hours covered by unemployment

30:20 Relief Act: Are there exceptions to the sick leave requirement?

32:37 SBA & interim funds?

33:31 If employee is furloughed due to lack of work after April 1<sup>st</sup> are they still eligible for FCRA benefits?

34:45 DOL website keeps crashing, any suggestions

35:15 If you did the layoff on March 18<sup>th</sup>, does Family First apply?

35:42 Are there forms already generated for us to use for the new EPSL & EFMAL?

36:27 Does Family First Act apply to Homecare/Healthcare workers?

37:10 Are unemployment and protective leave mutually exclusive?

38:30 Do we have to file FMLA paid benefit as well as unemployment?

42:57 What happens if we layoff or furlough before April the 1<sup>st</sup>?

43:55 Should I furlough or file for protective leave?

45:15 If you file for partial unemployment for an employee do you have to file every week?

45:30 DOL notice said we had to wait until our pay period ended and we couldn't file for unemployment before, is that correct?

45:50 If we cut out overtime, that does not constitute a reduction of hours correct?

46:40 Are there any changes in eligibility for unemployment?

47:24 Employer notice obligations?

48:15 Exceptions for businesses under 50 employees?

51:34 If our building is closed to the public, but our entire staff is teleworking, are to electronically notify staff of this new poster?