



PrestigePEO

July 15, 2020

COVID-19

We Are Here For You

Today's Presenters



Jason Flinn

Today's Presenter
and Director of
PrestigePEO Client
Services



Andrew Lubash

Founder and
Principal of
PrestigePEO



Today's Topics



- Brief COVID-19 Update
- Child Care/Return to Work Complications
- Connecting with Remote Employees
- Dealing with Traveling Employees

❖ Webinar Forum

- All participants are muted.
- Please type questions in the side navigation panel and we will try to address most questions.
- Today's presentation will be posted prestigepeo.com/covid-19.

Welcome Update Presented by Andrew Lubash



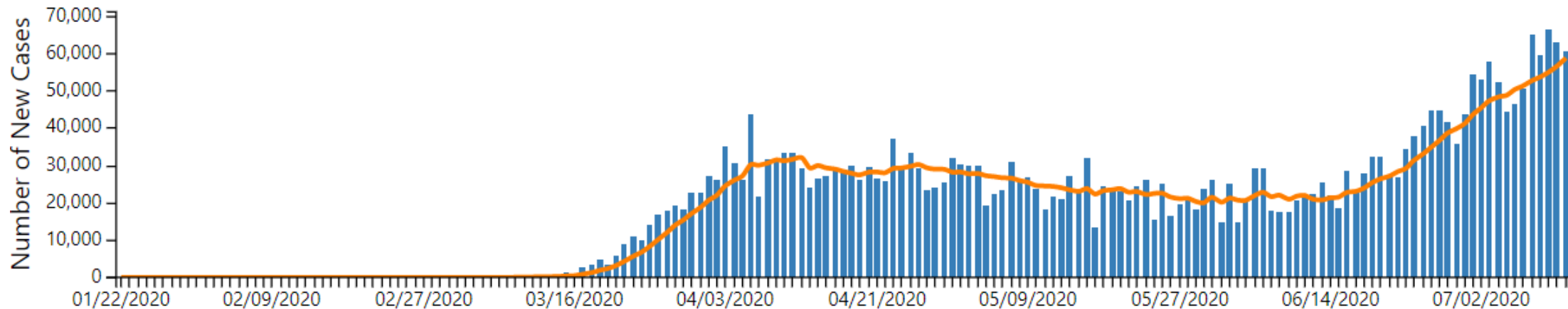
- Andrew (Andy) Lubash is Founder and Principal of Prestige Employee Administrators.
- Andy currently holds several positions at the National Association of Professional Employer Organizations (NAPEO);
 - Chairman of the Board of Directors
 - Member of the Federal Government Affairs Committee
 - Member of the Healthcare Committee
- Previously, Andy was Chairman of the State Government Affairs Committee for five years.

COVID-19 Updates

COVID-19 Updates





- New cases of COVID-19 on the rise across the nation
- New York Reopening Phases
- Tri-State Joint Travel Advisory
- For information on additional states, please refer the Prestige website or reach out to your dedicated Prestige support team



Childcare Complications

Child Care Complications The Beginning



- COVID-19 Arrived → Schools Closed → Childcare Closed
- Remote Working + Home Schooling =

- Families First Coronavirus Response Act (FFCRA)
 - Emergency Family Medical Leave Act
 - DOL Field Bulletin Regarding Canceled Summer Programs

Child Care Complications

The Numbers



Organizational Impact:

- 2 in 5 Organizations that have already returned to work or that didn't close have a dedicated plan for employees with childcare responsibilities (42%)
- 71% of Knowledge Industry Organizations have or plan to create a worksite plan around childcare
- 28% of Physical Industry Organizations are not going to include childcare in their return to work plans
- 59% plan to handle childcare accommodation requests on a case-by-case basis
 - 7 % will not grant any accommodations
- 1 in 10 organizations plan to keep new childcare policies indefinitely
- 46% of organizations state that childcare policies will be adjusted to accommodate employees returning to the worksite, but will eventually return to pre-COVID-19 policies



Child Care Complications Moving Forward



- Families First Coronavirus Response Act (FFCRA)
 - Emergency Family Medical Leave Act
 - Tax Credit for Canceled Summer Programs
- Employer Flexibility
 - 68% of organizations will likely adopt broader or more flexible work from home policies for all workers
 - Employers are implementing permanent Full-Time work from home policies or until the end of 2020
 - Alternating Schedules
 - Flexible Work Hours
 - Reduced Work Hours

Connecting with Remote Employees

Connecting with Remote Employees



- Virtual Hangouts
 - Breakroom Gatherings – No Supervisors
 - Lunch Meetings
 - Happy Hours
 - Not all are winners – don't give up on them!
- Zoom Fatigue
- Virtual Ergonomic Assessment
- Vacation/Paid Time Off
- Gifts
- Communication/Recognition



Dealing with Traveling Employees

Traveling Employees



- Travel Advisory Levels
- Ask employees about their personal travel history and future plans to travel
- Traveling to non-restricted areas for personal reasons
 - Educate employees on the current risks of travel
 - Require employees to travel with work equipment should travel bans affect their return
 - Inform employees of interim changes to company policies
 - Monitor returning employees for signs of illness
- Self Quarantine Requirements
 - 14 Days per CDC guidance

Travel Advisory Levels

- 1** Exercise normal precautions
- 2** Exercise increased caution
- 3** Reconsider travel
- 4** Do not travel

Traveling Employees



- Require testing for employees who have traveled to high risk areas prior to returning to the workplace
- Working with employees with family members that travel to high risk areas and their increased exposure as a result
- If an employee is required to self-quarantine following personal travel, must the employee be paid during this time?
- Is COVID-19 an FMLA-covered “serious health condition”?

COVID-19 Client Communications

COVID-19 Communications

- Today's presentation will be posted on our [COVID-19 resource center](#) located at prestigepeo.com/covid-19
- The PrestigePEO weekly [email newsletter](#) will deploy later this week
- Join us on [Facebook](#), [LinkedIn](#) and [Twitter](#) to receive frequent updates
- Stay tuned for an invitation to [future webinars](#)



COVID-19 Client Support



- Hear the latest on PPP and Returning-to-Work on our new “[HR in15](#)” [podcast](#) at “[HRin15.com](#)”
- Visit our resource center prestigepeo.com/covid-19 for all things COVID-19
- Contact our support teams - HRBPs, Payroll, Benefits, Compliance, Workers’ Comp & Retirement Specialists - directly from our [PrestigeGO mobile app](#)



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