

## COVID-19 Resources for Employers and Employees

Below is an overview of resources offered by the White House, CDC, FEMA, the Department of Labor, the EEOC, and other entities regarding implications of the coronavirus for employers and employees. These materials address a wide range of issues, including:

- Support for small businesses through the CARES Act
- The CDC's interim guidance for businesses and employers
- Workplace safety
- Wages, hours, and leave, including job-protected leave under the FMLA, and paid family and medical leave and paid sick leave under the [Families First Coronavirus Response Act](#) [see link for fact sheet from the National Partnership for Women & Families]
- Unemployment insurance, including guidance on the [CARES Act](#) [see link for fact sheet from NELP]
- Support for dislocated workers
- Guidance on protections under the ADA, the Rehabilitation Act, and other EEO laws, including:
  - o A message from EEOC Chair Janet Dhillon on national origin and race discrimination directed at Asian Americans.
  - o Technical assistance on "Pandemic Preparedness in the Workplace and the Americans with Disabilities Act" that addresses information that employers may request from employees who call in sick, when employers may take employees' temperature, whether employers may require employees to stay home if they have symptoms, and whether employers may require doctors' notes certifying fitness for duty upon employees' return to work.
  - o A pre-recorded webinar about Federal EEO laws and the coronavirus.

## Working IDEAL COVID-19 Resources for Employers and Employees

- Vanderbilt University's Medical Center issued [guidance for pregnant workers](#), advising use of personal protective equipment to protect from exposure, and limiting exposure for pregnant health care workers if equally trained staff are available.
- The National Conference of State Legislatures has [provided guidance on Covid-19](#) as it relates to employment issues, including issues around unemployment, teleworking, and professional licensing.

### Information and resources provided online:

#### The White House, CDC, and FEMA:

See <https://www.coronavirus.gov/smallbusiness/>

#### Supporting Small Businesses

The CARES Act helps business owners by:

1. Providing \$350 billion in forgivable loans for small businesses through the Paycheck Protection Program
2. Providing advances on SBA disaster loans that never have to be repaid
3. Forgiving existing non-disaster SBA loan payments over the next six months

### Paycheck Protection Program (PPP)

#### PURPOSE:

The Paycheck Protection Program ensures that small businesses can continue to pay employees and cover certain costs during this unprecedented health crisis. For up to eight weeks after the loan is made, this program can be used to cover the cost of payroll and other eligible expenses.

#### WHO IS ELIGIBLE?

All businesses—including nonprofits, veterans organizations, Tribal business concerns, sole proprietorships, self-employed individuals, and independent contractors—with 500 or fewer employees may apply. Businesses in certain industries can have more than 500 employees if they meet the SBA's size standards for those industries.

## Working IDEAL COVID-19 Resources for Employers and Employees

### LOAN DETAILS:

- Thousands of banks, credit unions, and other lenders will be available to make these loans, including lenders in your local area.
- Loans of up to \$10 million can be used to cover payroll, paid sick leave for which you are not receiving a [tax credit](#) under the Families First Coronavirus Response Act, insurance premiums, rent, utilities, and mortgage interest payments.
- If you retain your full staff and payroll, and use the loan proceeds on payroll and other eligible expenses, all of your loan will be 100% forgiven.
- To apply, visit a participating lender to complete an application and submit the required documentation. The program is open until June 30, 2020.
- Note that Congress and the White House are currently considering a fourth phase of stimulus funding.
- [Find an Approved Lender Near You](#)

### Small Business Administration Loan Forgiveness

#### PURPOSE:

The CARES Act includes forgiveness of loan payments for most existing SBA loans. Once implemented, you will not have to make your next six months of loan payments.

#### WHO IS ELIGIBLE?

Small business owners participating in the 7(a), Community Advantage, 504, or microloan programs.

#### DETAILS:

- No action is required to receive this benefit.
- Payments due during this six month period will never have to be repaid.
- This benefit can also apply to new borrowers.
- If you are currently having difficulties meeting your obligations, contact your lender about deferring your next payment.

## Working IDEAL COVID-19 Resources for Employers and Employees

### Other SBA Loan Options

#### **PURPOSE:**

Economic Injury Disaster Loans (EIDL) are already available in all fifty states, Washington D.C., and territories to help small business owners continue to operate during this pandemic.

#### **WHO IS ELIGIBLE?**

Small Businesses, Non-profits, Tribal Businesses, and Cooperatives.

#### **DETAILS:**

- After applying, small businesses may be eligible for an up-front advance payment.
- This up-front advance payment does not have to be repaid.
- The full Economic Injury Disaster Loans are offered at a long-term, low-interest rate.
- [More Information](#)

#### **The CDC:**

See <https://www.cdc.gov/coronavirus/2019-ncov/community/guidance-business-response.html>

The CDC has issued [interim guidance for businesses and employers](#). The guidance encourage employers to actively encourage sick employees to stay home, to identify where and how workers might be exposed to COVID-19 at work, separate sick employees, educate employees about how they can reduce the spread of COVID-19, identify a workplace coordinator, implement flexible sick leave and supportive policies and practices, assess essential functions, determine how to operate if absenteeism spikes, consider establishing policies and practices for social distancing, etc.

#### **Department of Labor:**

See <https://www.dol.gov/coronavirus>

## Working IDEAL COVID-19 Resources for Employers and Employees

The U.S. Department of Labor has resources to help workers and employers prepare for the COVID-19 virus (also known as novel coronavirus).

### Workplace Safety

The Occupational Safety and Health Administration (OSHA) has resources to help employers and workers prepare for and respond to coronavirus in the workplace.

- [OSHA Guidance on Preparing Workplaces for COVID-19](#) – Developed in collaboration with the U.S. Department of Health and Human Services to help employers respond in the event of coronavirus in the workplace.
- [Temporary OSHA Guidance on Respiratory Protection Standard](#) – This guidance provides suggestions and options to help increase the availability of N95 filtering facepiece respirators for healthcare providers.
- [COVID-19 Webpage](#) – Provides infection prevention information specifically for employers and workers.

### Wages, Hours and Leave

The Wage and Hour Division is providing [information on common issues employers and workers face when responding to COVID-19](#), including the effects on wages and hours worked under the Fair Labor Standards Act and job-protected leave under the Family and Medical Leave Act.

### Unemployment Insurance Flexibilities

*NOTE: [Check with your state's unemployment insurance program](#) regarding the rules in your state.*

The Employment and Training Administration announced [new guidance outlining state flexibilities in administering their unemployment insurance programs to assist Americans affected by the COVID-19 outbreak](#).

Under the guidance, federal law permits significant flexibility for states to amend their laws to provide unemployment insurance benefits in multiple scenarios related to COVID-19. For example, federal law allows states to pay benefits where:

- An employer temporarily ceases operations due to COVID-19, preventing employees from coming to work;
- An individual is quarantined with the expectation of returning to work after the quarantine is over; and

## Working IDEAL COVID-19 Resources for Employers and Employees

- An individual leaves employment due to a risk of exposure or infection or to care for a family member.

In addition, federal law does not require an employee to quit in order to receive benefits due to the impact of COVID-19.

[Learn how to file for unemployment insurance benefits.](#)

### **Support for Dislocated Workers and States**

The Employment and Training Administration announced the [availability of up to \\$100 million in National Health Emergency Dislocated Worker Grants to help states, territories, and tribal governments respond to the workforce-related impacts of COVID-19.](#)

### **Job Corps Students**

The Employment and Training Administration announced that it is initiating a [break for students at all 121 Job Corps centers from March 16 through April 14, 2020.](#) The spring break period may be extended beyond April 14, 2020.

### **Injured Federal Workers**

The Office of Workers' Compensation Programs has published [guidance for federal employees outlining Federal Employees' Compensation Act coverage as it relates to the novel coronavirus.](#)

### **Federal Contractors**

The Office of Federal Contract Compliance Programs (OFCCP) has issued a "[National Interest Exemption](#)" issuing a temporary waiver of the affirmative action requirements for federal contractors. The waiver is the subject of controversy, and civil rights and worker rights organizations have called on OFCCP to rescind this waiver.

### **Foreign Labor Certification**

The Office of Foreign Labor Certification's [frequently asked questions regarding COVID-19.](#)

### **Flexibilities for Mine Operators**

The Mine Safety and Health Administration will work with mine operators when it comes to the following recertifications:

- Annual refresher training certification (30 CFR Part 46)

## Working IDEAL COVID-19 Resources for Employers and Employees

- Surface and underground annual refresher training certification (30 CFR Part 48)
- Certified person; sampling (30 CFR §§ 70/71/90.202)
- Certified person; maintenance and calibration (30 CFR §§ 70/71/90.203)

Exemptions to recertifications will not be granted; however, their due dates will be extended by at least the time the government is operating under the President's emergency declaration.

*Please note: This exception does not apply to new miner training. New miners must be trained before beginning work. Once the Emergency Declaration is lifted, mine operators should work with their respective district offices to ensure that all certifications are conducted in a timely manner.*

### Supporting Workforce Needs in the Agricultural Sector

The U.S. Department of Labor and U.S. Department of Agriculture announced a [partnership to facilitate the identification of domestic and foreign workers that may be available to fulfill critical U.S. agricultural sector workforce needs during the COVID-19 pandemic](#).

### Recursos de Seguridad en el Lugar de Trabajo en Español

El Departamento de Trabajo de los Estados Unidos tiene recursos para ayudar a los trabajadores y empleadores durante la pandemia del coronavirus.

- [Guía sobre la Preparación de los Lugares de Trabajo para el virus COVID-19](#)
- [Tome Medidas para Prevenir la Exposición de los Trabajadores al Coronavirus \(COVID-19\)](#)

### News

- [U.S. Department of Labor Publishes Latest Guidance Regarding Pandemic Emergency Unemployment Compensation Program](#) (April 10, 2020)
- [U.S. Department of Labor Issues Enforcement Guidance For Recording Cases of COVID-19](#) (April 10, 2020)
- [U.S. Department of Labor Expands Temporary Guidance for Respirator Fit-Testing to All Industries during COVID-19 Pandemic](#) (April 8, 2020)
- [U.S. Department of Labor Issues Alert to Keep Retail Workers Safe During Coronavirus Pandemic](#) (April 8, 2020)

## Working IDEAL COVID-19 Resources for Employers and Employees

- [U.S. Department of Labor Reminds Employers That They Cannot Retaliate Against Workers Reporting Unsafe Conditions During Coronavirus Pandemic](#) (April 8, 2020)
- [U.S. Department of Labor Publishes New OSHA Poster Aimed At Reducing Workplace Exposure to the Coronavirus](#) (April 6, 2020)
- [U.S. Department Of Labor Publishes Guidance on Pandemic Unemployment Assistance](#) (April 5, 2020)
- [U.S. Department Of Labor Publishes Guidance on Federal Pandemic Unemployment Compensation](#) (April 4, 2020)
- [U.S. Department of Labor Issues Guidance for Respirators Certified under Other Countries' Standards During COVID-19 Pandemic](#) (April 3, 2020)
- [U.S. Department Of Labor Announces New CARES Act Guidance on Unemployment Insurance for States in Response to COVID-19 Crisis](#) (April 2, 2020)
- [U.S. Department Of Labor Announces New Paid Sick Leave And Expanded Family and Medical Leave Implementation](#) (April 1, 2020)
- [U.S. Department Of Labor Adds To Guidance for Workers and Employers Explaining Paid Sick Leave and Expanded Family and Medical Leave Benefits Under the Families First Coronavirus Response Act](#) (March 28, 2020)
- [U.S. Department Of Labor Announces Additional Guidance Explaining Paid Sick Leave and Expanded Family and Medical Leave Under The Families First Coronavirus Response Act](#) (March 26, 2020)
- [U.S. Department of Labor Invites Stakeholders to a National Online Dialogue on Paid Family and Medical Leave and Paid Sick Leave Under the Families First Coronavirus Response Act](#) (March 25, 2020)
- [U.S. Department Of Labor Publishes Guidance Explaining Paid Sick Leave And Expanded Family and Medical Leave Under The Families First Coronavirus Response Act](#) (March 24, 2020)
- [U.S. Department of the Treasury, IRS and the U.S. Department of Labor Announce Plan to Implement Coronavirus-Related Paid Leave for Workers and Tax Credits for Small and Midsize Businesses to Swiftly Recover the Cost of Providing Coronavirus-Related Leave](#) (March 20, 2020)
- [USDA and DOL Announce Information Sharing to Assist H-2A Employers](#) (March 19, 2020)
- [U.S. Department of Labor Announces Availability of Up to \\$100 Million In National Health Emergency Dislocated Worker Grants in Response to COVID-19 Outbreak](#) (March 18, 2020)
- [U.S. Department of Labor Takes Actions to Facilitate Response Efforts For COVID-19 Outbreak](#) (March 17, 2020)
- [U.S. Department of Labor Announces Temporary Pause In Job Corps Center Operations](#) (March 17, 2020)



## Working IDEAL COVID-19 Resources for Employers and Employees

- [U.S. Department of Labor Issues Temporary Enforcement Guidance for Respirator Fit-Testing in Healthcare during COVID-19 Outbreak](#) (March 14, 2020)
- [U.S. Department of Labor Announces New Guidance on Unemployment Insurance Flexibilities During COVID-19 Outbreak](#) (March 12, 2020)
- [U.S. Department of Labor Offers Guidance For Preparing Workplaces for Coronavirus](#) (March 9, 2020)

### General Resources

[Visit Coronavirus.gov](#) for the latest official information from the Coronavirus (COVID-19) Task Force at the White House. For further information about coronavirus, please [visit the Centers for Disease Control and Prevention's coronavirus website](#).

Learn what the U.S. government is doing in response to coronavirus at [www.usa.gov/coronavirus](http://www.usa.gov/coronavirus) (en Español: [gobierno.usa.gov/coronavirus](http://gobierno.usa.gov/coronavirus)).

### The U.S. Equal Employment Opportunity Commission

See <https://www.eeoc.gov/coronavirus/>

“What You Should Know about COVID-19 and the ADA, the Rehabilitation Act, and Other EEO Laws”

[https://www.eeoc.gov/eeoc/newsroom/wysk/wysk\\_ada\\_rehabilitaion\\_act\\_coronavirus.cfm](https://www.eeoc.gov/eeoc/newsroom/wysk/wysk_ada_rehabilitaion_act_coronavirus.cfm)

We have established this page to consolidate relevant coronavirus and COVID-19 information and to answer questions from the public about the EEO laws and COVID-19.

- The EEOC's Office of Federal Operations (OFO) [issued instructions](#) regarding the processing of federal sector EEO complaints covered by 29 CFR Part 1614.
- EEOC Chair Janet Dhillon issued a [statement](#) about unlawful national origin and race discrimination against Asian Americans and people of Asian descent in the workplace during the pandemic.
- The EEOC posted information to inform the public [we are continuing to enforce the nation's employment non-discrimination laws](#) while ensuring that all of our activities are consistent with public health guidelines.

## Working IDEAL COVID-19 Resources for Employers and Employees

- The EEOC posted a short question and answer document, [What You Should Know About COVID-19 and the ADA, the Rehabilitation Act, and Other EEO Laws](#), last updated on April 9, 2020.
- The EEOC has provided guidance entitled [Pandemic Preparedness in the Workplace and the Americans With Disabilities Act](#) [PDF version] that can help employers implement strategies to navigate the impact of COVID-19 in the workplace. This pandemic publication, written during the prior H1N1 outbreak, is still relevant today and identifies established ADA and Rehabilitation Act principles to answer questions frequently asked about the workplace during a pandemic. It was updated on March 19, 2020 to address examples and information regarding COVID-19; **the new information appears in bold.**
- To supplement these documents, the EEOC posted a pre-recorded webinar addressing questions arising under any of the Federal Equal Employment Opportunity Laws and the COVID-19 pandemic. The video can be [seen on YouTube](#). A [transcript of the webinar](#) is also available.

More information about the government response to the coronavirus pandemic can be found at:

- [Coronavirus.gov](https://www.coronavirus.gov)
- [CDC.gov/coronavirus](https://www.cdc.gov/coronavirus)
- [USA.gov/coronavirus](https://www.usa.gov/coronavirus)

NOTE: The EEOC's materials only address COVID-19 as it impacts the anti-discrimination laws enforced by the EEOC. If you have questions about wage and hour issues, the FLSA, the FMLA, OSHA, unemployment compensation, and the new Families First Coronavirus Response Act, or similar issues, please contact the U.S. Department of Labor, [www.dol.gov](https://www.dol.gov).