



COVID-19

Planning for & solving HR concerns

Getting through this, together

PRESENTED BY

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About Inspiring HR, LLC

HR too complex? Overwhelming? Waste of time?

None of the above!

HR Done Differently (and right) = ROI.

Inspiring HR believes in our core values. Simple, Understandable, Relevant, and Empowering HR.

***We don't just tell you what to do,
we help you do it.***

Session Overview

- Policies & Practices
- Return to Work & FFCRA
- Workplace Restructuring
- What If? Tips/Insights
- Q & A

This information should not be construed as legal advice.

POLICIES & PRACTICES

comply, minimize risk

- Workplace safety considerations/requirements
 - *Consider Privacy!*
- Flexibility and Accommodations
- Prepare for:
 - Refusal to report to work
 - Requesting to work remote
- What gets documented?
- Who distributes it?
- Training? How to conduct?

FFCRA Compliance

non-exempt biz, less than 500 EEs

Now that you are open.....

- Emergency Paid Sick Leave Requests
 - No length of service requirement.
 - Can't require employee to find a replacement.
- Emergency Paid Family Leave Requests
 - Worked for 30 days prior to the leave are eligible.
 - Up to 12 weeks.

Workplace “Restructuring”

- Cleaning/Sanitizing Requirements
 - Breaks!
- Social Distancing
- Masks
- Staggered Scheduling Options
 - Half Days
 - Mixed Remote
- Monitoring, Reminding, Coaching
- Employee self-screening

WHAT IF?

Action/Communication Considerations

- EE refuses to return to work
- EE requests additional time off; post FFCRA
- EE thinks they were exposed
 - Other EEs fear while waiting for results
- EE tests positive
 - Steps to follow: Who and how do you tell?
- EE family member tests positive

QUESTIONS?

Thank you!

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