



EMPLOYER RESPONSIBILITIES AMID COVID-19

April 30, Webinar VI

- The “Enhancement Act” – latest version of the Federal Economic Stimulus
- Reopening Framework for the State of Oregon

ABOUT THE CAPUTO GROUP

The Caputo Group offers complete support services for small to mid-sized businesses so you can focus on your craft.

We take on your Human Resources, Compliance, and Liability giving your small business big business expertise.

TIMELINE OF CORONAVIRUS RESPONSE

- 3/6/20 – HR 6074 (CPRSA)
 - \$8.3 Billion for vaccine & admin
- 3/18/20 – HR 6201 (FFCRA)
 - Mandated PSL, EMFL, Expanded UI & Food Benefits
- 3/27/20 – HR 784 (CARES)
 - PPPLs, EIDLs
 - Direct payments to citizens
 - Employer Tax Credits
 - Funds exhausted April 17

SBA STATISTICS

- From April 3 -16, nearly 5,000 lenders approved over 1.6 million SBA-approved loans, totaling over \$340 billion
- Maximum loan amount: \$10 million, average loan size: \$206,000
- Industry Subsectors receiving most PPPLs:
 - Construction
 - Professional, scientific & technical services
 - Manufacturing
 - Healthcare & social assistance
 - Accommodation & food services
 - Retail

OVERVIEW – ENHANCEMENT ACT

- Signed into law on April 24, 2020
 - \$310B for PPP
 - \$60B for EIDL
 - \$60B for smaller lenders and the “unbanked”
 - \$75B for hospitals
 - \$25B for testing
- Lending resumed Monday, April 26
 - No need to re-submit application
 - Hedge funds & Private Equity firms NOT eligible
 - Applicant must be able to certify that their loan request is necessary
 - SBA Interim Final Rules: <https://tinyurl.com/y8ydjbue>
 - Treasury Dept. Updated FAQ: <https://tinyurl.com/ycrtyrl8>

REOPENING OUTLOOK FOR OREGON

- County by county – Rural counties expected to open first
- As of April 28, eight counties have asked Gov. Brown for permission for most non-essential businesses to begin reopening (Douglas, Coos, Curry, Jackson, Josephine, Umatilla, Harney and Baker)
- Criteria for reopening:
 - Declining growth rate of active cases for 14 days
 - Sufficient PPE
 - Ability to surge ICU capacity
 - Increased testing capacity, contact tracing & isolation of positive cases
 - Strategies to protect vulnerable communities

GROUND ZERO – WHERE WE ARE NOW

- “Slow the spread & scale up health infrastructure”
 - Closures:
 - Schools
 - Malls/non-essential retail
 - Gyms, churches, theaters, personal services
 - Limited (Oregon doesn’t have official “essential business” list) :
 - Restaurants/cafés, bars (delivery/curbside)
 - Dispensaries & liquor stores
 - Grocery and some retail like hardware and garden supply
 - Conditions:
 - Shelter in place
 - Telework
 - Social distancing/masks
 - Ban on non-essential travel

“GATING CRITERIA”

- 14-day decline (still waiting on clarity re: from what date)
- Local hospitals must demonstrate:
 - ability to treat cases without resorting to crisis care standards
 - able to surge ICU capacity
 - adequate PPE
- Testing capacity:
 - ability to serve all symptomatics
 - Oregon currently at 15,000 test capacity weekly; only testing at about 9,000(OHA)
 - Ideal state capacity: 45,000 tests weekly
 - Oregon still waiting on clarity re: testing
- Active monitoring & contact tracing in place (waiting for guidance)
- OHA in dire need of personnel for testing/contact tracing admin (600)

PHASE ONE

- Vulnerable continue to self-isolate
- No groups over 10
- Minimize non-essential travel
- Prioritize telework
- Practice social distancing and use of face coverings in public
- Continued closure of areas where people could congregate

BUSINESSES TO RESUME DURING PHASE ONE:

- Sit-down dining – 25% capacity, with strict social distancing & hygiene protocols (awaiting guidance & formation of workgroup proposing plan)
- Bars (maybe – still waiting for guidance)
- Some childcare
- Personal services, with strict social distancing & hygiene protocols (awaiting guidance & formation of workgroup proposing plan)
- Non-emergency medical procedures – restart May 1

ADDITIONAL REQUIREMENTS: FORMAL REQUEST TO GOVERNOR

- Letter from county hospital chiefs committing to:
 - Daily PPE reporting to OHA
 - Ability to certify PPE supply chain reliability & hospital bed surge capacity
- Letter of recommendation from County Public Health Officer
- Vote of county governing body certifying sufficient PPE for first responders

C



EMPLOYERS

- Develop & Implement Policies consistent with the forthcoming guidelines set out by the sector-specific workgroups for:
 - Social Distancing
 - PPE
 - Enhanced Sanitation
 - Monitoring workforce for symptoms
 - Contact tracing

IN CASE OF RESURGENCE

- Return to previous phase restrictions
- Disease Surveillance System
 - Widespread, fast, easily accessible testing
 - Scaled-up contact tracing & quarantining (possible quarantine centers)
- Surge:
 - Rapid reporting to federal, state & local public health authorities
 - Technology for fast data entry, reporting & support for quarantined

PHASES TWO & THREE

- Phase Two:
 - Gatherings increase to 50
 - Non-essential travel resumes
 - Schools & Gyms reopen with strict social distancing & hygiene protocols)
 - Bars
 - Sports venues, churches & theaters
- Phase Three:
 - Mass gatherings increase in size
 - Unrestricted worksite staffing
 - Visits to nursing homes
 - Increased seating in restaurants & bars

PERTINENT DATES FOR OREGONIANS

- Complete reopening framework expected week of May 4
- Sector-specific discussions began April 20
- High-level framework presentations began April 17
 - Governor's Economic Advisory Council
 - Regional Advisory Councils
 - Local elected officials
 - County health departments
 - Outdoor recreation sector
 - Healthcare providers
 - Business Community
 - Communities of color, tribes, community organizations

NEXT WEEK

- Economic Stimulus updates
- Further developments in the reopening plan
- Emerging requirements for workplace compliance for Phase One

LINKS

- SBA Coronavirus Relief Options: <https://www.sba.gov/funding-programs/loans/coronavirus-relief-options>
- SBA Interim Final Rules: <https://tinyurl.com/y8ydjvue>
- Treasury Dept. Updated FAQ: <https://tinyurl.com/ycrtyrl8>
- Oregon Health Authority: <https://govstatus.egov.com/OR-OHA-COVID-19>
- CDC – “Get & Keep America Open”: <https://tinyurl.com/y9lks9y8>

WHAT WE CAN DO FOR YOU

For a free consultation about how your business could potentially manage the burden of HR 6201 mandatory employee sick leave, visit us at:

<http://www.caputo-group.com/covid-19-free-consult/>

For additional resources, including a copy of this

presentation visit: <http://www.caputo-group.com/covid-19-resources/>