



I am Cheryl Orr, Principal/Owner of Insight HR Partners. We are an HR consulting firm for small and medium sized businesses. I have seen a lot of information on COVID 19, as have you. I have taken time to gather information which specifically impacts small and medium size employers. During times like this, there is a need to know what employers are responsible for as it relates to their employees. It is also helpful to have information to give to an employee in need. The information comes from reputable sources and I will cite them for everything I share.

This information is neither advice nor recommendations, just information for you to keep in mind when addressing issues within your workplace and with employees during this pandemic. Where appropriate, I have included a website for review. If you have any questions, please contact your HR professional or I would be glad to research an answer for you.

OSHA - Occupational Safety & Health Act: OSHA guidance:

<https://www.osha.gov/Publications/OSHA3990.pdf>

Overview: A workplace should implement infection prevention measures such as promoting frequent and thorough hand washing, providing hand sanitizer, increasing the frequency of office (and equipment) cleaning, limiting visitors, encouraging sick workers to stay home, and offering flexible worksites, flexible work hours and remote work (if applicable). OSHA guidance also encourages employers to encourage employees to self-monitor and inform if they suspect exposure, elimination requirements for Doctor's notes and minimizing or eliminating travel.

ADA – Americans with Disabilities Act:

Overview: Since COVID-19 is transient in nature, it is highly unlikely it would be classified as a disability under the ADA. As such, you do not need to make any reasonable accommodations regarding request under the ADA related to the virus.

Worker's Compensation

Overview: Worker's compensation covers employees who are injured or contracted an occupational disease as a result of his or her employment.

This would be more applicable to workers whose job requires them to be around sick people, i.e. healthcare workers.

Unemployment

www.twc.Texas.gov/jobseekers/unemployment-benefits-services

Overview: The Texas Workforce Commission has indicated that workers whose employment is affected by COVID-19 may file for unemployment and identify COVID-19 as the reason for separation. A temporary layoff, furlough, or event reduction in hours can create unemployment eligibility for employees.

Source: What Employers Need to Know Regarding the Coronavirus Impact on the Workplace. Dustin A. Paschal, Simon/Paschal, PLLC, 3/18/2020

Dallas Paid Sick Time Ordinance Update: All private employers with 15 or more employees must provide eight (8) days of earned paid sick time (“EPST”) annually to employees who work at least 80 hours per calendar year. This is for businesses located in the **City of Dallas only**. The law requires one hour of paid sick leave for every 30 hours an employee works. Workers will be able to accrue up to 64 hours (up to 8 days) of paid sick leave each year.

Employers with fewer than 15 employees must provide six (6) days of EPST per year. For employers with fewer than 15 workers, the amount would be capped at 48 hours, (six paid sick days). Businesses with five employees or fewer will have to begin abiding by the ordinance by August 2021.

Beginning April 1, 2020 penalties may be assessed for violations of the Dallas Earned Paid Sick Time Ordinance. Employers in Dallas should post the provisions of the Dallas Ordinance in both English and Spanish.

Polsinelli’s Dallas Law & Employment Practice

There have been several new Laws passed by the Federal Government. I plan to thoroughly review the laws, research interpretations of the law and provide an update for you shortly.

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