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# The HR Pivot

# INTRODUCTIONS

- Tell us
  - Your name
  - Your role
  - Your expectations



# STRANGE OLD/NEW HR POLICIES

- Bringing Employees Back
- Workplace Mask Requirements
- Vaccine Status
- Handling COVID Related Time Off
- FFCRA
- Fraudulent Unemployment Claims

# Welcome Back, Team!

## Best practice:

- Organized recall procedures
- Remote work hybrid
- Business Continuity Plan
- Workplace Safety

# NV OSHA

“The COVID – 19 Prevention Program will be recognized by and added to the Written Workplace Safety Program (WWSP) required by Nevada Revised Statutes 618.383 and Nevada Administrative Code 618.538 for businesses with more than 10 employees. Businesses with 10 or fewer employees are highly encouraged to have a written COVID – 19 Prevention Program.”

Include:

- Engage workers in identifying a combination of measures that limit the spread of COVID-19 in the workplace
- Separate workers who are infected or potentially infected
- Protections from retaliation for workers who raise COVID-19 related concerns.

## “FACE COVERINGS” & CDC GUIDANCE:

“Remind employees and customers that CDC recommends wearing masks in public settings and when around people who do not live in their household, especially when other social distancing measures are difficult to maintain. Wearing a mask, however, is not a substitute for social distancing. Masks should still be worn in addition to staying at least 6 feet apart.”

# WASHOE COUNTY STATS



## Washoe County COVID-19 Dashboard

Total Cases  
**46,840**

Recovered  
**44,893**

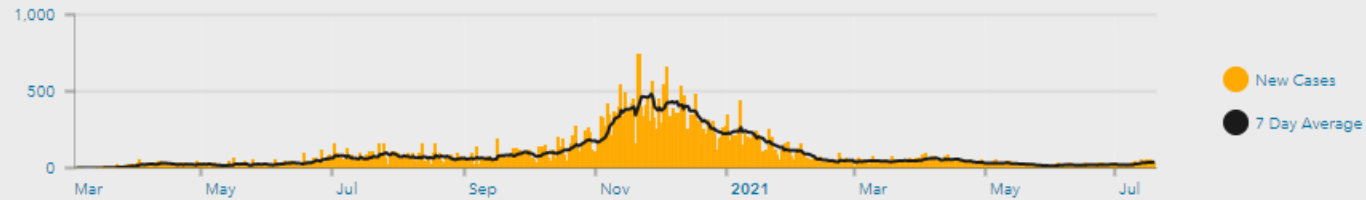
Active Cases  
**1,259**

Deaths  
**688**

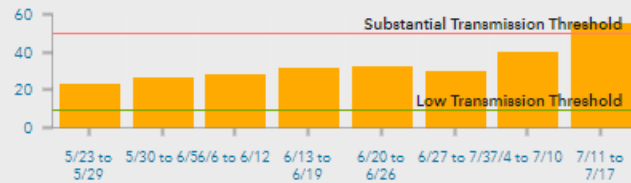
Daily New Cases  
**28**

Washoe County  
Population = 478,155  
*Dashboard Updated: July 20, 2021*  
Data is provided by Washoe  
County Health District and is  
based on best available  
information.

New Cases, per Day, March 2020 to present

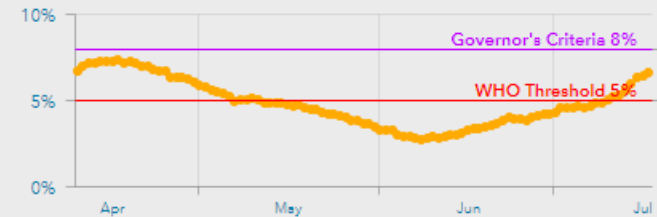


New Cases per week, per 100,000 population, 2021



Substantial transmission threshold 50-99 new cases per week, per 100,000  
Low transmission threshold 0-9 new cases per week, per 100,000

Positivity Rate, 2021



Source: Governor's Dashboard. 14-day period with 7 day lag

Total Doses Administered  
**467,776**  
Source: State dashboard

Ages 12+ Fully Vaccinated  
**56.38%**  
Source: State dashboard

Breakthrough Cases (updated on Thursdays)  
**186**  
Tested positive 2+ weeks after being fully vaccinated.

[Overview](#)

[RiskMeter](#)

[Total](#)

[GovCriteria](#)

[TestingMap](#)

[Vaccination](#)

[Downloads](#)

[Resources & More](#)

# VACCINE STATUS

Tracking:  
it's PHI!

Non vaccination:  
requires mask use?



# MANDATING VACCINE

Generally, employers can mandate vaccines

HOWEVER:

- Lack of legal guidance
- ADA accommodations

# TIME OFF – FFCRA Updates

- Updates effective April 1 through September 30, 2021:
  - New reasons
  - New amounts
  - Expansion of emergency paid FMLA
  - Continues to not be mandated
  - Tax credits available
- Be consistent!

# GETTING FFCRA TAX CREDITS

Via payroll taxes – get guidance from CPA and payroll service provider

Maintain documentation for at least four years

# TIME OFF – Related to Vaccination

- Under FFCRA, employees can be paid for time off related to reaction / illness from COVID vaccination
  - Sick Time
    - ~ OR!!! ~
  - Emergency expanded FMLA
- Be consistent!

# TIME OFF - Quarantine After Travel

- Have a procedure for handling employee travel internationally
  - Employers may require self-quarantine for the 14-day recommended time period
  - Updates for fully-vaccinated employees?
- Be consistent!

# TIME OFF - Quarantine After Exposure

- CDC recommends quarantine after exposure
- Have a procedure for handling employee exposure
- Be consistent!



Include in your policy:



Return after infection



Return after exposure



Return after care-taking



Train managers and supervisors!



Communication Plan



Having a policy helps maintain consistency

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RETURN TO  
WORK  
AFTER  
QUARANTINE

# HOW & WHY TO RESPOND TO UNEMPLOYMENT CLAIMS

- Ensure employment dates and pay rate are accurate
- Provide enough information for DETR to make a determination
- Understand the unemployed party has full access to information provided



## RESPONDING TO FRAUDULENT UNEMPLOYMENT CLAIMS

- Write “FRAUDULENT” across the form, include your contact information and submit to DETR
- Contact DETR directly
- Report to DETR online
- Notify your employee
  - Provide information about what to do

# RESPONDING TO FRAUDULENT UNEMPLOYMENT CLAIMS

Per The FBI, employees should report fraud to:

- law enforcement
- state unemployment insurance agencies
- the IRS
- credit bureaus
- the Internet Crime Complaint Center at [ic3.gov](https://www.ic3.gov).

Resource: [identitytheft.gov](https://www.identitytheft.gov)



# RESOURCES

- <https://dir.nv.gov/uploadedFiles/dirnvgov/content/home/features/COVID-19%20Guidance%20update%2005-14-2021.pdf>
- <http://dir.nv.gov/OSHA/Home/>
- <https://www.cdc.gov/coronavirus/2019-ncov/hcp/infection-control-after-vaccination.html>
- <https://www.washoecounty.us/health/programs-and-services/ephp/communicable-diseases-and-epidemiology/educational-materials/COVID-19.php>
- <https://www.cdc.gov/coronavirus/2019-ncov/community/general-business-faq.html>
- <https://detr.nv.gov/https://www.dol.gov/agencies/whd/pandemic/ffcra-questions>
- <https://www.irs.gov/newsroom/covid-19-related-tax-credits-general-information-faqs>
- <https://www.fbi.gov/news/pressrel/press-releases/fbi-sees-spike-in-fraudulent-unemployment-insurance-claims-filed-using-stolen-identities>
- [identitytheft.gov](http://identitytheft.gov)

HRinDemand COVID-19 resource page:

<https://www.hrindemand.com/covid-19-resources/>

Email questions:

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