

HR Q&AS

Where can I find government and other reliable resources for workplace issues related to the coronavirus?

Feedback

Several government agencies have provided resources to help workers and employers navigate workplace issues related to COVID-19. This list will be updated as new resources are available. USA.gov (<https://www.usa.gov/coronavirus>) has general information about what the U.S. government is doing in response to COVID-19.

Workplace Safety

The Occupational Safety and Health Administration (OSHA) has a COVID-19 Webpage (<https://www.osha.gov/SLTC/covid-19/>) to provide information for workers and employers about the evolving coronavirus outbreak.

Wages, Hours and Leave

The Department of Labor's (DOL's) Wage and Hour Division is providing information on common issues employers and workers face when responding to COVID-19 (<https://www.dol.gov/agencies/whd/pandemic>), 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.

Telework

While not specific to the coronavirus, the U.S. Department of Commerce has an in-depth Guide to Enterprise Telework, Remote Access and Bring Your Own Device (BYOD) Security (<https://nvlpubs.nist.gov/nistpubs/SpecialPublications/NIST.SP.800-46r2.pdf>), which can help answer security questions for employers regarding telework arrangements.

Group Health Insurance

IRS Notice 2020-15 (<https://www.irs.gov/pub/irs-drop/n-20-15.pdf>) allows a high-deductible health plan to waive cost-sharing for the testing and treatment of COVID-19 without application of a deductible.

Unemployment Insurance

The DOL's 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 (<https://www.dol.gov/newsroom/releases/eta/eta20200312-0>).

NOTE: Check with your state's unemployment insurance program

(<https://www.careeronestop.org/LocalHelp/UnemploymentBenefits/find-unemployment-benefits.aspx>) regarding the rules in your state.

Workers' Compensation

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 (<https://www.dol.gov/owcp/dfec/InfoFECACoverageCoronavirus.htm>).

Individuals injured on the job while employed by private companies or state and local government agencies should contact their state workers' compensation board (<https://www.dol.gov/owcp/dfec/regs/compliance/wc.htm>).

Travel

The Centers for Disease Control and Prevention (CDC) is providing information about Coronavirus Disease 2019 (COVID-19) for travelers and travel-related industries (<https://www.cdc.gov/coronavirus/2019-ncov/travelers/index.html>).

The World Health Organization (WHO) offers Coronavirus Travel Advice (<https://www.who.int/emergencies/diseases/novel-coronavirus-2019/travel-advice>).

The Department of Homeland Security provides Coronavirus News & Updates (<https://www.dhs.gov/coronavirus-news-updates>) and information on Protecting Air Travelers and the American Public (<https://www.dhs.gov/protecting-air-travelers-and-american-public>).

Discrimination

The Equal Employment Opportunity Commission (EEOC) has created What You Should Know About the ADA, the Rehabilitation Act and the Coronavirus (https://www.eeoc.gov/eeoc/newsroom/wysk/wysk_ada_rehabilitaion_act_coronavirus.cfm).

Medical Privacy

The U.S. Department of Health and Human Services (HHS) released a bulletin (<https://www.hhs.gov/sites/default/files/february-2020-hipaa-and-novel-coronavirus.pdf>) to ensure covered entities and their business associates are aware of the ways that patient information may be shared under the HIPAA Privacy Rule in an outbreak of infectious disease or other emergency situation.

Public Health Information

For ongoing U.S. public health information about coronavirus, please visit the CDC's coronavirus website (<https://www.cdc.gov/coronavirus/2019-ncov/>).

The WHO works worldwide to promote health and has various Coronavirus Disease (COVID-19) Outbreak (<https://www.who.int/emergencies/diseases/novel-coronavirus-2019>) resources.

Check individual state health department websites (<https://www.usa.gov/state-health>) for local information.

Taxes

The IRS has established a special section (<https://www.irs.gov/coronavirus>) of its website focused on steps to help taxpayers, businesses and others affected by the coronavirus.

The American Institute of CPAs is providing a chart of State Tax Filing Guidance for Coronavirus Pandemic (<https://www.aicpa.org/content/dam/aicpa/advocacy/tax/downloadabledocuments/coronavirus-state-filing-relief.pdf>) to check on state filing relief efforts.

Business Continuity

The U.S. Small Business Administration has created Guidance for Businesses and Employers to plan and respond to Coronavirus Disease 2019 (COVID-19) (<https://www.sba.gov/page/guidance-businesses-employers-plan-respond-coronavirus-disease-2019-covid-19>).

Legislation

While not a government entity, the National Conference of State Legislators offers Coronavirus (COVID-19) Resources (<https://www.ncsl.org/research/health/ncsl-coronavirus-covid-19-resources.aspx>) to track both state and federal legislative actions related to the outbreak, including state quarantine and isolation statutes.

State Resources

PUBLIC HEALTH RESOURCES

Check individual state health department websites (<https://www.usa.gov/state-health>) for local information.

STATE DEPARTMENT OF LABOR PROGRAMS AND SERVICES

The U.S. Department of Labor (DOL) has a directory to state programs and services (<https://www.dol.gov/general/location>).

NATIONAL GOVERNOR'S ASSOCIATION

This website provides links to State/Territorial Resource Pages And Other Select State Actions (<https://www.nga.org/coronavirus/#actions>)

RAPID RESPONSE PROGRAMS

State Rapid Response teams (<https://www.dol.gov/agencies/eta/layoffs/contact>) will work with your company to quickly maximize public and private resources to minimize the disruptions that are associated with job losses on your business, your workers, and the communities in which you do business and live.

WORK SHARE PROGRAMS

These state programs (<https://www.ncsl.org/research/labor-and-employment/work-share-programs.aspx>) allow employers to avoid layoffs by reducing employee hours while employees collect reduced unemployment benefits.

U.S. CHAMBER OF COMMERCE

The U.S. Chamber of Commerce Directory (<https://www.uschamber.com/co/chambers>) lists each state's website and what employer resources may be available.

TAXES

The American Institute of CPAs is providing a chart of State Tax Filing Guidance for Coronavirus Pandemic (<https://www.aicpa.org/content/dam/aicpa/advocacy/tax/downloadabledocuments/coronavirus-state-filing-relief.pdf>) to check on state filing relief efforts.

ECONOMIC ASSISTANCE FOR BUSINESSES

Arkansas

COVID-19 Resources for Businesses and Employers (<https://www.arkansasedc.com/covid19>)

California

California State Association of Counties – Resources Regarding Coronavirus (COVID-19) (<https://www.counties.org/post/resources-regarding-coronavirus-covid-19>)

- Oakland
 - Coronavirus 2019 (COVID-19) Business and Worker Resources (<https://www.oaklandca.gov/resources/coronavirus-2019-covid-19-business-and-worker-resources>)
 - Support to Mitigate Impacts of COVID-19 (<https://www.oaklandca.gov/news/2020/city-of-oakland-outlines-small-business-workforce-support-to-mitigate-impacts-of-covid-19>)
- San Diego
 - COVID-19 Updates for Business (<https://workforce.org/covid-19-bus/>)
- San Francisco
 - Assistance and Guidance for Businesses and Worker Impacted by COVID-19 (<https://oewd.org/assistance-guidance-businesses-and-workers-impacted-covid-19#Biz%20and%20Employers>)
 - Small Business Relief Program and Employee Assistance Program (<https://oewd.org/sites/default/files/Invest%20In%20Neighborhoods/v03.13.20%20English-COVID19%20Small%20Business%20Response.pdf>)

Colorado

Information on the Outbreak of Coronavirus Disease 2019 (COVID-19) (<https://covid19.colorado.gov/>)

State Recovery & Assistance (<https://covid19.colorado.gov/state-recovery-assistance>)

Connecticut

Coronavirus Disease 2019 (COVID-19) Business Resources (<https://portal.ct.gov/Coronavirus/Pages/Business-Resources>)

State of Connecticut Department of Banking (<https://portal.ct.gov/DOB>)

Indiana

- Indianapolis
 - COVID-19 Small Business Support (<https://www.indy.gov/activity/covid-19-small-business-support>)

Massachusetts

Baker-Polito Administration Announces \$10 Million Small Business Recovery Loan Fund (<https://www.mass.gov/news/baker-polito-administration-announces-10-million-small-business-recovery-loan-fund>)

Michigan

Coronavirus Resources (<https://www.michigan.gov/coronavirus/0%2c9753%2c7-406-98178--%2c00.html>)

Minnesota

Coronavirus Disease 2019 (COVID-19) (<https://mn.gov/mmb/be-ready-mn/infectious-diseases/covid-19.jsp>)

New Jersey

COVID-19/Novel Coronavirus Information for New Jersey Businesses (<https://faq.business.nj.gov/en/collections/2198378-information-for-nj-businesses-on-the-coronavirus-outbreak>)

Novel Coronavirus (COVID-19) Resources (<https://nj.gov/>)

New York

- **New York City**

Assistance & Guidance for Businesses Impacted Due to Novel Coronavirus (<https://www1.nyc.gov/site/sbs/businesses/covid19-business-outreach.page>)

Oregon

COVID-19 Information and Resources—For Employers (<https://www.oregon.gov/gov/Pages/coronavirus2020.aspx#forEmployers>)

Pennsylvania

COVID-19 Business Resources (<https://dced.pa.gov/resources/>)

Texas

- **Fort Worth**

COVID-19 Information for Businesses (<http://fortworthtexas.gov/covid-19-business/>)

Utah

- **Salt Lake City**

Business Resources for COVID-19 (<https://www.slc.gov/ed/covid19/>)

Washington

COVID-19 Business Resources for Washington State (https://www.business.wa.gov/site/alias__business/1561/covid-19.aspx)

COVID-19 Resource List for Impacted Washington Businesses and Workers (<https://www.governor.wa.gov/issues/issues/covid-19-resources/covid-19-resources-businesses-and-workers>)

Employment Security Department—For workers and businesses affected by COVID-19 (coronavirus)

(<https://esd.wa.gov/newsroom/covid-19>)

- **Seattle**

2020 Emergency Fund for Businesses Impacted by COVID-19 (<http://www.seattle.gov/office-of-economic-development/small-business/small-business-programs/-stabilization-fund->)

Seattle Foundation COVID-19 Response Fund (<https://www.seattlefoundation.org/communityimpact/civic-leadership/covid-19-response-fund>)

- **Bellevue**

COVID-19 Business Resources (<https://bellevuewa.gov/city-government/departments/city-managers-office/communications/emergencies-and-extreme-weather-1>)

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Feedback