

As part of our continued efforts to keep you updated on the Coronavirus (COVID-19) situation, we're reaching out to share critical updates on a few topics:

- The latest on legislative updates at the federal level, and in New York and California;
- Additional resources for employers;
- And recent actions Lincoln has taken internally to support our employees.

### The Latest on Legislative Updates

- **The Families First Coronavirus Response Act (HR 6201):** On Monday, [we let you know](#) about HR 6201 and what it may mean for you. At the time, the bill was pending consideration from the Senate, and yesterday, the final bill was passed. You can read our summary of the Act [here](#), which highlights key considerations for employers with fewer than 500 employees.
- **New York Disability Benefits Law (DBL) and Paid Family Leave (PFL):** Yesterday, New York state passed legislation to expand DBL and PFL to cover quarantined workers. We've summarized everything you need to know [here](#).
- **California State Disability Insurance and Voluntary Disability Insurance:** The state expanded these benefits to employees unable to work due to having symptoms or being exposed to COVID-19, or those unable to work to care for a family member who is ill or quarantined. Additionally, for the time period that began January 24 through the duration of the COVID-19 emergency, the California Employment Development Department has waived the one-week waiting period for disability insurance for those having, or who have been exposed to, COVID-19.

We understand these changes raise questions, and we're working to analyze impacts and implement updates to seamlessly administer these benefit changes. As a leader in leave administration, you can rely on us to flexibly adapt in situations like these. We will share further updates soon and appreciate your patience as we navigate this rapidly evolving landscape.

### Additional Resources for Employers

As your partner, we are here to help guide you and your employees through this situation. In

response to this crisis, we'll continually share resources and best practice recommendations to support you, and recently developed the following materials for your reference:

- [Work from home etiquette](#) - Best practices for remote workforces
- [Tips for improving resiliency](#) - Coping strategies for employees
- Our [week-in-review summary](#) with tips for employers

### **Lincoln Moves to Work from Home**

Finally, we wanted to share that this week, to provide a safe and healthy environment for our employees, we made the decision to require Lincoln employees with the exception of a select few to work from home. We take our responsibility to reduce the spread of COVID-19 seriously. By working remotely, our employees have peace of mind to focus on our top priorities – keeping their families safe and healthy, and providing the best service possible to you and your employees during this critically important time.

Thank you for your partnership, and please continue to engage your Lincoln sales or service contact with any additional questions you may have.



Bob Reiff  
SVP, Distribution & Client Solutions  
Lincoln Financial Group Protection



Michelle Wertz  
SVP, Claims  
Lincoln Financial Group Protection