

What you need to know

Coronavirus (COVID-19) summary

March 23, 2020

What employers can do

Develop an Infectious Disease Preparedness and Response Plan that considers:



- Levels of risk associated with various worksites and job tasks
- Likelihood of exposure through interaction with the general public, customers and coworkers
- Risk factors at home and in the community
- Individual risk factors such as age and pre-existing medical conditions
- Controls needed to address these risks
- Reducing risks by social distancing: staggering work shifts, a reduced workforce and remote work
- Which business functions and roles are essential
- The need to cross-train workers to handle either a smaller workforce or a surge in demand for some services
- Making sure company policies match public health recommendations, and existing state and federal laws

Source of data and more information:

[Centers for Disease Control: Plan, Prepare and Respond to Coronavirus Disease 2019](#)
[U.S. Department of Labor, Guidance on Preparing Workplaces for COVID-19](#)

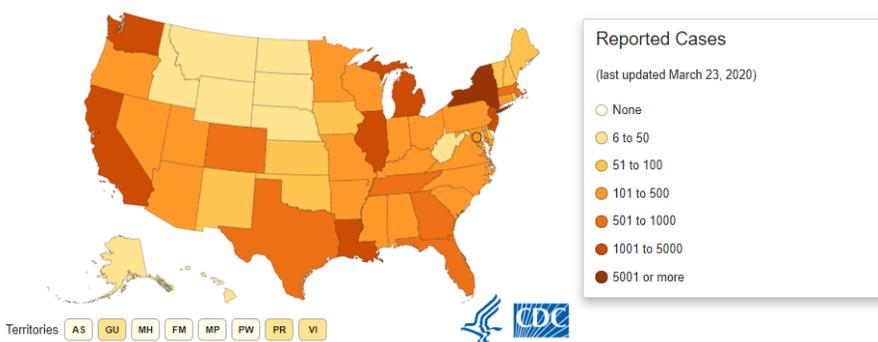
Workers with increased exposure risk

- Health care (including pre-hospital and medical transport workers, healthcare providers, clinical laboratory personnel and support staff)
- Death care (including coroners, medical examiners, and funeral directors)
- Airline operations
- Waste management
- Travel to areas, including parts of China, where the virus is spreading

Source of data and more information:

[U.S. Department of Labor, Occupational Safety and Health Administration](#)

States Reporting Cases of COVID-19 to CDC*



Source of data and more information:

[Centers for Disease Control: Plan, Prepare and Respond to Coronavirus Disease 2019](#)
[Centers for Disease Control: Coronavirus Disease 2019 \(COVID-19\)](#)

Case Totals

Current as of 4PM on 3/22/2020

Total U.S. cases 33,404

Total deaths 400

Jurisdictions reporting cases 54

(50 states, District of Columbia, Puerto Rico, Guam, U.S. Virgin Islands)

Source of Exposure

Current as of 4PM on 3/22/2020

Travel-related 449

539 321

Under investigation 33,404

MYTH



COVID-19 is like the seasonal flu.

COVID-19 currently has a higher fatality rate than the flu and appears to be more contagious than the flu. It also has no vaccine; the flu has a vaccine.

Source of data and more information:

[World Health Organization-Coronavirus disease \(COVID-19 advice for the public: Myth busters\)](#)

Legislation Updates



Families First Coronavirus Response Act (HR 6201)

On Wednesday, March 18, President Donald Trump signed into law the Families First Coronavirus Response Act that provides paid sick leave to Americans unable to work due to the coronavirus pandemic.

The bill includes the Emergency Family and Medical Leave (FML) Expansion Act, the Emergency Paid Leave Act and Employer Tax Credits. Below is a brief summary of the bill or [click here](#) for a more in-depth review.

The Emergency Family and Medical Leave Expansion Act

- Applies to employers with fewer than 500 employees
- Expands definition of parent and a family member
- Expands qualifying leave reasons to address quarantine and child care concerns
- Provides employer-paid leave worth 2/3 of the employee's regular pay after 10 days of unpaid leave

The Emergency Paid Leave Act of 2020

- Applies to employers with fewer than 500 employees
- Covers all employees, regardless of time employed
- Allows paid leave for the following reasons:
 - Self-isolation due to a positive coronavirus diagnosis
 - To obtain a medical diagnosis because the employee exhibits symptoms
 - To care for a family member who is quarantined for coronavirus
 - The care for a child whose school has closed or whose child care provider is unavailable due to coronavirus

Includes 80 hours of paid leave for full-time employees or the average number of hours over a regular two-week period for part-time employees

Employer Tax Credits

Provides a series of refundable tax credits for employers who are required to provide paid sick leave or paid family leave benefits to their employees.

State and Paid Family Leave Plan Updates

(Click on the state name for more information):

[California](#)



The California Employment Development Department (EDD) expanded benefits to employees to cover employees who cannot work due to having coronavirus symptoms, being exposed to coronavirus or being unable to work to care for a family member who is ill or quarantined.

[New Jersey](#)



The New Jersey Department of Labor and Workforce Development (NJ DOL) allows employees to take family leave to care for a family member who has coronavirus or its symptoms.

[Rhode Island](#)



The Rhode Island Department of Labor and Training (RI DOL) is waiving the 7-day minimum that a claimant must be out of work and the medical certification requirement for COVID-19 claims.

[Washington](#)



The Washington Employment Security Department (WA ESD) clarified that if an employee is quarantined and not sick with the virus, the quarantine does not qualify for paid leave.

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