

# What you need to know

## Coronavirus summary

April 22, 2020

### What to do if an employee tests positive



For businesses that still must have employees on site instead of working remotely, it's essential to follow the best practices that keep their workforce as safe as possible and their business running smoothly. Even then, employees may be exposed to the virus. If that happens, here's how employers can reduce further transmission:

- Employees with symptoms – or who are well but have had contact with a person who has the virus -- should stay home and follow [CDC-recommended steps](#).
- Employees need to know the incubation period may be as long as 14 days, and those who aren't exhibiting symptoms can still transmit the virus to others.
- Employers should notify other employees who may have had contact with someone who has tested positive while following all applicable federal and state privacy laws.
- Company procedures for protecting employees from COVID-19 need to be reviewed – could the virus have been transmitted at work? Is there risk of additional exposure?

Source of data and more information:

[CDC: Interim Guidance for Businesses and Employers to Plan and Respond to COVID-19](#)  
[CDC: Symptoms of Coronavirus](#)  
[Benefits Pro: How the Coronavirus Affects HR, Benefits, and Retirement Professionals](#)

### Hiring during COVID-19



Here's a few tips for companies who need to keep hiring during this challenging time:

Interview virtually if possible, especially if the job will initially be remote because of COVID-19. Make sure candidates have the information and technology needed to connect to the chosen platform.

- The EEOC states that employers may test job applicants for COVID-19 after making a conditional offer.
- If an employer is concerned about a new hire's exposure to COVID-19, they may delay the start date or require the employee to temporarily work remotely.

**Next week:**  
**Onboarding tips during COVID-19.**

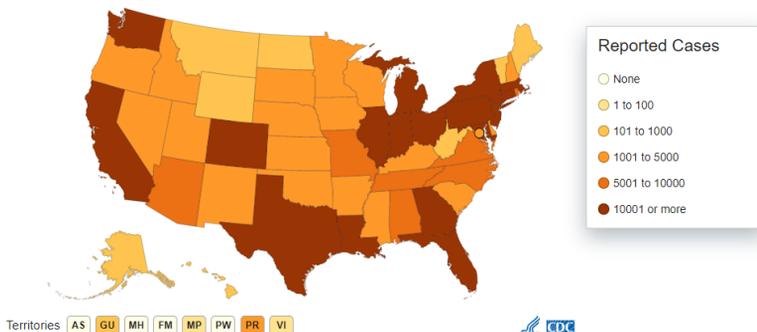
Source of data and more information:

[U.S. EEOC: What You Should Know About COVID-19 and the ADA, the Rehabilitation Act, and Other EEO Laws](#)  
[SHRM: Hiring in a COVID World](#)

### States Reporting Cases of COVID-19 to CDC\*

April 20, 2020

This map shows confirmed and probable COVID-19 cases reported by U.S. states, U.S. territories, and the District of Columbia. Each [state's health department](#) reports how much the virus has spread in their community.



Source of data and more information:  
[Centers for Disease Control](#)

### Case Totals

Current as of 6:40AM on 4/22/2020

Worldwide	2,573,747
Recovered	701,849
Deaths	178,563
Active cases	1,693,335
<b>(97% mild condition; 3% serious)</b>	
Closed cases	620,034
<b>(80% recovered; 20% deaths)</b>	
U.S. cases	819,175

Source of data and more information:  
<https://www.worldometers.info/coronavirus/>

## MYTH



# MYTH: Products ordered online and shipped to the recipient may transmit COVID-19.

The World Health Organization (WHO) says that since commercial packages usually travel for several days while being exposed to varying temperatures and conditions, the likelihood is low that they will infect the recipient with COVID-19.

Source of data and more information:

[John Hopkins Medicine: Coronavirus Disease 2019: Myth vs. Fact](#)



# State Legislation

## State Updates

(Click on the state name for more information):



### [New York](#)

In March, New York updated New York State Disability Law (DBL) and New York State Paid Family Leave (PFL) provisions. Employers are required to pay sick leave benefits according to employer size for up to two weeks. Learn more in our [legislation summary](#).

Please note, to receive benefits under the expanded program, employees must have an order of quarantine from the state of New York or government entity authorized to issue a quarantine order.

## Updates to Evidence of Insurability

We continue to add flexibility to how we're supporting our customer's during this time. At times, we need proof of good health, known as evidence of insurability (EOI), to approve certain insurance coverages.

We understand that there may be delays in obtaining needed medical records. We'll work on a case-by-base basis to extend EOI deadlines if the applicant cannot submit needed information. We'll also work with our customers to find alternate ways to collect information, such as using patient portals to gather electronic records.

We encourage those who are struggling to gather requested medical information to reach out to the Lincoln medical underwriter assigned to their application.

Please review our [COVID-19 FAQ](#) for more information.



### [New Jersey](#)

On April 14, New Jersey enacted legislation to make sure that workers have access to leave to care for themselves or family members impacted by COVID-19 under New Jersey's Family Leave Act (FLA). The bill also makes technical corrections to provisions of Temporary Disability Insurance (TDI).

#### **NJ FLA**

The bill expands the definition of "family leave" to include leave taken during a declared state of emergency or as required by the Commissioner of Health or other public health entity. The expanded definition for family leave must meet one of three requirements:

In-home care or treatment of a child because of school or child care closure by order of a public official,

An order of mandatory quarantine issued by a public health authority, or

A health care provider or public health authority recommends voluntary self-quarantine because of the risk that community exposure would jeopardize the health of others.

An employer may ask for documentation that supports the need to take family leave from a school, child care facility, public health authority, public official or health care provider.

#### **NJ TDI**

The bill amends the term "sickness" to "disability." It also expands the definition of disability to cover a communicable disease, such as COVID-19.

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