Onboarding new employees during COVID-19

Once a company has hired a new employee during the COVID-19 pandemic, next comes the challenge of virtual onboarding. Here's some helpful tips:

- Review processes that usually rely on in-person interaction and plan how online options—training videos, webinars, videoconferencing and messaging software—can take their place.

- Make sure all IT needs are taken care off. When hardware and software are a new employee's only connection to their new company, it's especially important they have all the tools they need.

- Communicate onboarding plans before a new employee's first day—to help them gain confidence that the process will go smoothly and effectively.

- Set up a video conference on the first day to welcome the new hire to their team.

- Make time for regular check-ins. They're even more important when training is virtual—keeping the new employee in the loop, assuring they are learning what they need to know and feeling like part of their team.

Source of data and more information:
HRDIVE: Tips for onboarding new hires remotely during COVID-19 pandemic
HR Grapevine: Future of Work | Onboarding in a COVID-19 world

When is COVID-19 most contagious

When is someone with COVID-19 most likely to spread the virus? That's a question that's still being researched—but here's what we know so far:
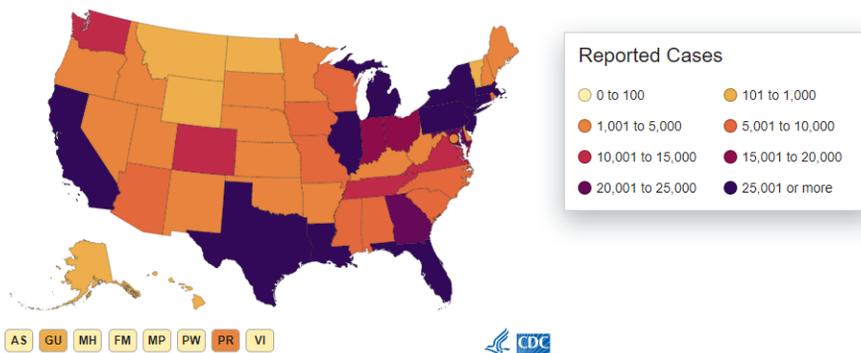
- People can be contagious before they show symptoms—or even if they remain asymptomatic. In fact, approximately 44% of COVID-19 cases may spread before symptoms appear.

- Research shows that people are likely to be most contagious one or two days before they begin feeling ill.

- Levels of the virus tend to decline after around 21 days.

- People may continue to shed the virus and be contagious up to eight days after they no longer have symptoms.

Source of data and more information:
ScienceNews: COVID-19 may be most contagious one to two days before symptoms appear
Harvard Health Publishing: If you've been exposed to the coronavirus

States Reporting Cases of COVID-19 to CDC*

Last updated on April 29, 2020

Reported Cases
- 0 to 100
- 101 to 1,000
- 1,001 to 5,000
- 5,001 to 10,000
- 10,001 to 15,000
- 15,001 to 20,000
- 20,001 to 25,000
- 25,001 or more

AS GU MH FM MP PW PR VI

CDC

Source of data and more information:
Centers for Disease Control

Case Totals

Current as of 8:15AM on 4/30/2020

Worldwide	3,241,483
Recovered	1,010,947
Deaths	228,882
Active cases	2,001,654
(97% mild condition; 3% serious)	
Closed cases	1,238,829
(82% recovered; 18% deaths)	
U.S. cases	1,064,819

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

Lincoln Financial Group®

Legislation Update

Life Claims Updates

California Cities Legislation

Several cities in California have passed emergency ordinances requiring employers with over 500 employees to provide their employees paid sick leave.

The ordinances are in response to the Families First Coronavirus Response Act (FFCRA), which addresses paid sick leave for employers with fewer than 500 employees.

Review key points below or click here for the full summary on Los Angeles, San Francisco and San Jose.

Los Angeles

The Los Angeles public order issued April 7, 2020, effects employers with either 500 employees or more in Los Angeles, or with over 2,000 nationally. Employees have access to up to 80 hours of Supplemental Paid Sick Leave (SPSL) if the leave meets certain requirements as outlined in the full summary.

San Francisco

The San Francisco public order issued April 17, 2020, effects employers with over 500 total employees. The order mandates employers to provide up to 80 hours of paid sick leave for eligible leave reasons.

San Jose

On April 7, 2020, the San Jose City Council enacted two ordinances regarding emergency paid sick leave. The orders cover all employers not required to provide paid sick leave benefits under the federal Emergency Paid Sick Leave Act. Employers offer up to 80 hours of paid sick leave if an employee cannot work because of approved COVID-19 leave reasons.

As of April 20, Lincoln implemented Express Life Claims Service for COVID-19 life claims. The service applies to basic life coverage up to $300,000 and removes the need of a death certificate for claims reported because of COVID-19. Additional criteria include:

- The employer must report or validate the claim
- The beneficiary must be a person
- The death must have occurred in the United States
- The reported cause of death must be COVID-19
- Coverage isn't contestable
- The beneficiary of coverage is confirmed and undisputed

New Podcasts

We've added new podcasts to the Lincoln COVID-19 Guidance Hub. Listen to Lincoln specialists talk about a range of COVID-19 related topics:

Crisis communication and keeping employees focused
Benefits of Employee Assistance Programs
Best Practices for Remote Workers