



CRISIS MANAGEMENT FOR COVID-19

Week 25: Updated Guidance, Legal Changes, and Legislation; and HR, Focusing on Mission Critical Work

*Presented by:
Hanna Resource Group
and
Morris & Morris, PSC*

INTRODUCTIONS



**Lyle S. Hanna SPHR,
SHRM-SCP**
*President and CEO
Hanna Resource Group*



James M. Morris, Esq.
*Juris Doctor, MPA
Morris & Morris, P.S.C*



Brad Patrick
*HRG Partner &
Adviser/Consultant for Practical
Performance Solutions*



Kraig E Humbaugh, MD, MPH
*Commissioner of Health at
the Lexington-Fayette County
Health Department*



Allison Pettrey
*SHRM-CP, PHR
Manager HR Outsourcing
HRG*



Autumn Morris
*MBA, SHRM-CP
HR Assessments and
Analytics - Consultant
HRG*



Chase Adams
*M.S. SHRM-CP
Mgr Organizational
Development
HRG*

WHAT WE'LL COVER

1

Focusing on
Mission Critical
Work

2

Health Department
Update

3

Legal & Regulatory
Updates



1

Focusing on Mission Critical Work



Brad Patrick
*HRG Partner &
Adviser/Consultant
for Practical
Performance Solutions*



Allison Pettrey
*Manager HR
Outsourcing
HRG*

1 Focusing On Mission Critical Work

Times are not normal, so companies/HR should not be trying to do things as normal!

- Alignment
- Resiliency
- Adaptability

Be Positive and Solutions-Oriented

- New business conditions in play
- Manager role is to manage workload/resources
 - Realign people and their jobs

1 Focusing On Mission Critical Work

Re-Focus on the Core Work

- Help people be better managers/leaders
- Revisit priorities company and team priorities
- Help clarify accountability and manage expectations and workload
 - Evaluate work using Stop-Start-Continue-Delay

Engage People to Make the Company Stronger

- The power of focus and engagement
 - Identify new services to deliver
 - Strengthen the team
- Crisis doesn't mean stopping regular engagement activities – it just means doing them differently!

1 Focusing On Mission
Critical Work

Quote to Live By

You can do anything, but not everything.

– David Allen

Questions & Answers





2

Health Department Update



Kraig E Humbaugh, MD, MPH
*Commissioner of Health
at the Lexington-
Fayette County Health Dept*

Questions & Answers





3

Legal & Regulatory Updates



James M. Morris, Esq.

Juris Doctor, MPA

Morris & Morris, P.S.C

President's Executive Orders

Quick Review: EO signed on August 8, 2020 provides for deferment of Employee Payroll Taxes

- 6.2% payroll tax for employees earning less than \$104,000 (\$4,000 per two week pay period)
- Designed to provide additional incentives to those that are working, but President can only defer collection, and cannot forgive taxes
- Deferment does not equal forgiveness; employers will have to withhold twice in first quarter, 2021

On September 4, 2020, the House (Larson, D-Conn) introduced "Save Our Social Security Now Act"

- Designed to "overturn" the President's Payroll Tax Holiday Executive Order
- Also proposed a Congressional Review Act to "overturn" the IRS guidance

Sens. Schumer, D-NY, and Wyden, D-Ore., demanded a GAO to determine whether IRS guidance = "a Rule"

- If it is a "rule," than Congress has the power to review and "overrule"
 - Waste of time and resources.... Senate is currently controlled by Republicans, and will not overrule....

Congress Vacation Complete (for Senators, at least)...

Senate returned from their well-deserved month-long relaxation time... Congress needs another week

- Reading the tea leaves, looks like no quick fix
- Senate has requested a stop-gap measure to provide short-term relief, and avoid shutdown. Pelosi has indicated an “all-or-nothing” approach
 - Senate intends to pass a stop-gap measure (\$500 Billion) some time this week
 - \$300 per week unemployment benefit (down from \$600)
 - \$105 Billion for Schools
 - Funds for Testing and Postal Service
 - Business Liability Shield
 - House demanding \$2.2 Trillion, \$600 per week unemployment; full Postal Service

CDC Continues Daily Updates ... a few are critical

School Operational Considerations (8/31 & 9/1): Restrict mixing; Modify Classroom; Limit Crowding; guidance as to types of learning (distance, hybrid, in-person, unprotected) provided on 9/1)

Sick Student/New COVID-19 Diagnosis (9/1): Contact tracing; close affected area for 24-hours; work with local health officials; advise close contacts (6 ft, 15 minutes) to isolate for 14-days

Avoiding Workplace Violence during COVID-19 (9/1): CDC has teamed with OSHA to identify proper steps to avoid customer confrontations – Employers now will be held to a standard of protection of employees from threats, verbal assaults, or physical assaults from enforcement strategies

COVID-19 Self-Checker Released (9/2): I see this as a **NIGHTMARE** – provides “support” for avoiding work!

Various “Updates” to Businesses Worker Safety & Support, Hotel (9/2 & 9/3): Basically, common sense

Restaurant & Bar (9/6): common sense. (Lowest Risk = Drive-Through/Take Out; Highest = No protection)

- Stay home; hygiene; face coverings; adequate supplies; signage; cleaning; reduce shared objects; ventilation; modification of layout; introduction of physical barriers; etc.

OSHA: OSHA provided guidance on masks in “hot and humid areas” (common sense, 6 ft, distancing, etc.)

We have been promised new “updates” on KY-COVID19

Still months since any meaningful update (May 11, 2020)

Website continues to languish, but Governor’s Office responded over the weekend and advised that someone would be in touch with me to address the concerns on behalf of businesses

Still recommending extra precaution in states reporting positive testing rates greater than 10%:

- North Dakota (19.58%)(new this morning)
- South Dakota (18.73%)
- Kansas (18.36%)
- Mississippi (17.28%)
- Iowa (15.31%)
- Puerto Rico (100%)
- Idaho (14.78%)
- Missouri (13.50%)
- Florida (13.32%)
- Nebraska (11.42%)
- Nevada (11.08%)
- Arkansas (11.04%)
- South Carolina (11.00%)
- Wisconsin (10.55%)
- **Kentucky (9.74%)**

Based upon Kentucky’s guidance, employers must take these into consideration (along with CDC’s new app). Travel advisory could cause problems for enforcement and EFMLEA

Questions & Answers



HRCI (strategic/business): 533264
SHRM: 20-MA6PC



HANNA RESOURCE GROUP



Morris & Morris, PSC