

The COVID-19 Crisis: What Childcare Professionals Need to Know

Presented by:



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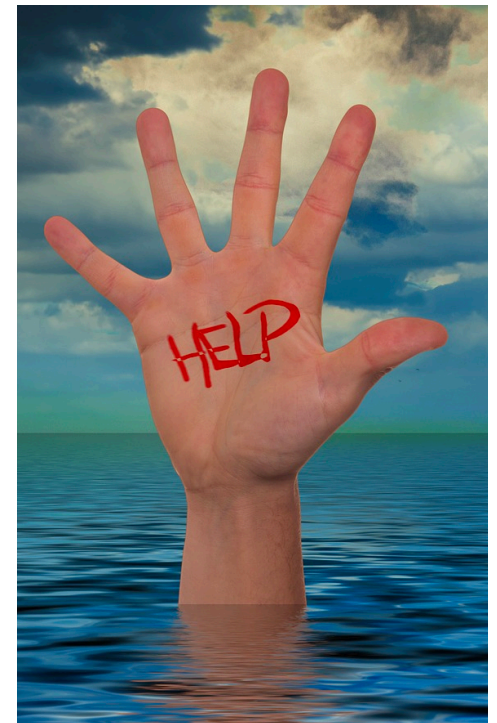


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Wait, Who Said We Have to Learn Our A-B-Cs?!

- **Families First Coronavirus Response Act (“FFCRA”)**
 - Emergency Family and Medical Leave Expansion Act (“EFMLEA”)
 - Emergency Paid Sick Leave Act (“EPSLA”)
- **Occupational Safety and Health Act of 1970 (“OSHA”)**
- **Americans with Disabilities Act of 1990 (“ADA”)**
- **Title VII, Civil Rights Act of 1964**
- **Florida Civil Rights Act of 1992 (“FCRA”)**
- **Fair Labor Standards Act of 1938 (“FLSA”)**
- **Florida Private Whistleblower Act, § 448.102**
- **City, County, and State Executive Orders**
- **City and County Anti-Discrimination Ordinances**
- **Administrative Regulations and Guidance**



Flattening the Curve . . . of Lawsuits

- **Employees requesting leave**
- **Employees with preexisting conditions**
- **Discrimination claims**
- **Whistleblower claims**
- **Wage and hour claims**
- **“Hitchhiker” claims**
 - **Misclassification**
 - **Retaliation**
- **Workers’ Compensation Claims**



The Endle\$\$ Vacation

- Warnings, discipline, termination
- Fraud reporting
- Repayment + 15% penalty
- The CARES Act cares
- "Good-faith" offer of rehire"
 - Rejection is documented



Re-Opening Your Business: Getting it Right

- **Notify your local licensing office**
- **Compliance with state and local orders**
- **Safety strategies**
 - **Employee training**
 - **Screening for symptoms and possible exposure**
 - **Ongoing monitoring**
 - **Promotion of healthy hygiene practices**
 - **Cleaning, sanitization, disinfection, ventilation**
 - **Adjust activities and procedures to limit sharing of toys, belongings, supplies, equipment**
- **Consult with local authorities**



COVID-19: the et cetera.

- **Communications**
 - Furloughs
 - From Leadership
 - Internal Training
- **New Policy/Procedures**
 - Telecommuting
 - Screening
 - Confirmed Case Protocol
- **Unemployment**
- **PPP**
 - Declined Work/Loan Forgiveness
- **The Future**
 - Infectious Disease Response Plan



Who Doesn't Love Free?

The screenshot shows the Fisher Phillips website with a dark background and a red banner at the bottom. The Fisher Phillips logo is in the top left. Navigation links include 'WHY FISHER PHILLIPS', 'NEWS & EVENTS', 'CAREERS', 'DIVERSITY', 'OFFICES', and 'SEARCH'. Below these are 'ATTORNEYS', 'SERVICES', 'EXPERIENCE', and 'RESOURCES'. The main heading is 'FP COVID-19 Resource Center'. The red banner contains the text: 'FISHER PHILLIPS. RESOURCE CENTER FOR EMPLOYERS' and 'We are constantly monitoring and updating information to help your business or organization deal with the implications of the coronavirus so you can prepare and respond quickly. SEE UPDATES AND TEMPLATES BELOW'. The background features a 3D rendering of a coronavirus particle.

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WHY FISHER PHILLIPS NEWS & EVENTS CAREERS DIVERSITY OFFICES SEARCH

ATTORNEYS SERVICES EXPERIENCE RESOURCES

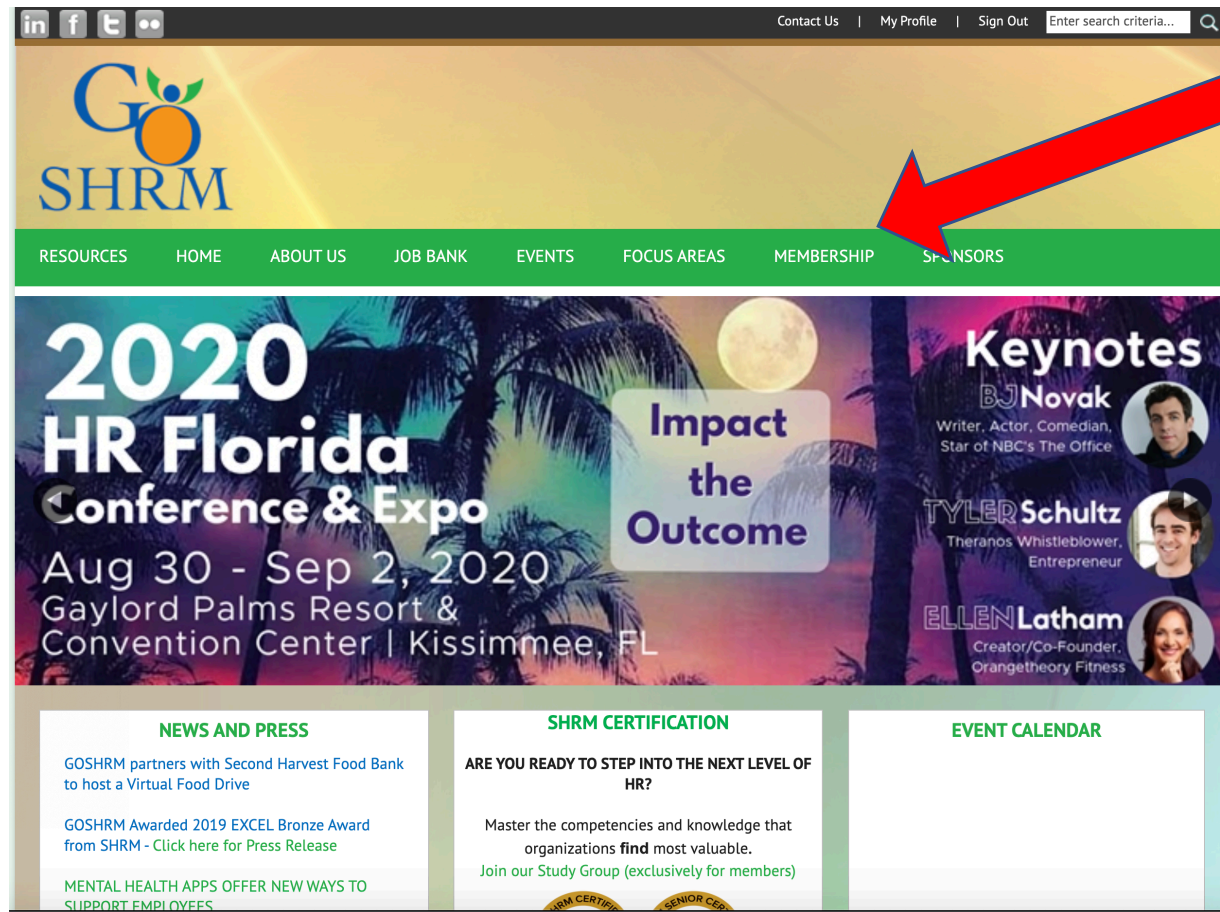
FP COVID-19 Resource Center

FISHER PHILLIPS. RESOURCE CENTER FOR EMPLOYERS

We are constantly monitoring and updating information to help your business or organization deal with the implications of the coronavirus so you can prepare and respond quickly. SEE UPDATES AND TEMPLATES BELOW

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Greater Orlando Society for Human Resource Management (GOSHRM)



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Questions?



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