

May 1, 2020

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HRMORNING

Keep Up To Date with the Latest HR News

With **HRMorning** arriving in your inbox, you will never miss critical stories on labor laws, benefits, retention and onboarding strategies.

HRMorning, part of the Catalyst Media Network, provides the latest HR and benefits and employment law news for HR professionals in the trenches of small-to-medium-sized businesses. Rather than simply regurgitating the day's headlines, **HRMorning** delivers actionable insights, helping HR execs understand what HR trends mean to their business.

New coronavirus paid sick leave law: Is your firm compliant?

■ Employers also have new FMLA requirements

Now that the Families First Coronavirus Response Act (FFCRA) became effective April 1, employers with less than 500 employees have new mandatory paid sick leave requirements in response to the COVID-19 outbreak.

As the rapidly-spreading coronavirus has caused concerns that workers who can't afford to stay home will only accelerate the spread of the virus, the feds have passed FFCRA.

While firms must pay this emergency coverage, they're eligible for tax credits, which they can claim on their 2020 tax returns or can request an advance by submitting

IRS Form 7200, Advance Payment of Employer Credits Due to COVID-19 ([tinyurl.com/IRSForm602](https://www.irs.gov/efile/advance-payment-of-employer-credits-due-to-covid-19)).

Small employer exemption

The DOL has issued guidance that exempts small employers (with fewer than 50 employees) from this emergency leave:

- for paid sick leave due to school closure or COVID-19-related child care availability, or
- if complying with these changes would jeopardize the firm.

The FFCRA, which expires on

(Please turn to Sick leave ... Page 2)

CORONAVIRUS RELIEF

Paycheck Protection Program can help firms save jobs

Intended to help small employers stay afloat, the new federal Paycheck Protection Program (PPP) – part of the \$349 billion federal coronavirus aid bill – aims to help save jobs.

The PPP ([tinyurl.com/SBA602](https://www.sba.gov/loans/ppp)) allows the Small Business Administration (SBA) to provide loans of up to \$10 million to employers with less than 500 employees.

Forgivable loans

The same-day loans, now available from SBA-approved lenders until June 30, 2020 (application forms available at [tinyurl.com/Form602](https://www.sba.gov/loans/ppp)), can be forgiven if an employer:

- uses the loan proceeds to cover

payroll (up to \$100,000 per employee), as well as expenses for paid sick leave, health care and other benefits

- maintains the same average number of employees for the first eight-week period beginning on the origination date of the loan, and
- doesn't cut salaries of employees making under \$100,000 by more than 25%.

Employers that reduce their workforce from Feb. 15, 2020 to April 26, 2020 can receive full loan forgiveness if they rehire workers who were previously laid off or restore any decrease in wages by June 30, 2020.

Info: [tinyurl.com/PPP602](https://www.sba.gov/loans/ppp)

Sick leave ...

(continued from Page 1)

Dec. 31, 2020, provides employees with both emergency paid sick leave and paid FMLA leave.

Emergency sick leave

The Emergency Paid Sick Leave Act mandates firms provide up to 10 days of sick leave to those unable to work or telework due to the coronavirus.

Employees who qualify: All full-time employees receive 80 hours of paid sick leave, while part-timers must be given a number of hours equal to the number of hours they work, on average, over a two-week period.

The sick leave is for a worker who:

- needs to be quarantined
- is advised by a health provider to self-quarantine
- is experiencing symptoms of the coronavirus and seeking testing
- is caring for a family member with the coronavirus, or
- has a child whose school is closed.

Usage: The leave is for immediate use, regardless of an employee's length of employment. An employee doesn't have to first exhaust other paid leave benefits nor be required to use their paid sick leave.

Rate of pay: Employees will be paid at their regular rate of pay, capped at \$511 per day. However, if they're taking the time to care for a family member, they'd receive two-thirds of their pay.

Emergency FMLA leave

The new FFCRA amends FMLA leave to provide up to 12 weeks of leave – 10 of which are paid, subject to a \$200 per day cap – to employees.

Employees who qualify: Any employee with a "qualifying need related to a public health emergency" and who's been employed for at least 30 days (a lower threshold than for traditional FMLA leave) qualifies if:

- they're unable to work or telework because they have to care for a child whose school or place of care has been closed, or
- their child care provider is unavailable due to the coronavirus.

Rate of pay: Unlike the current FMLA law, a worker can opt to use unpaid time, accrued vacation or paid sick leave for the first 10 days of the emergency leave. For subsequent days, employees will receive a sum equal to at least two-thirds of their normal pay, with a cap at \$200 per day.

If a worker has a fluctuating workweek, the firm must average the number of hours they worked for the six-month period prior to the leave.

Job protection: Typically, an employee on FMLA leave must be restored to their prior position upon return to work. However, this requirement doesn't apply to firms with fewer than 25 workers if their job no longer exists and the employer makes reasonable efforts to restore the employee to an equivalent position.

Info: tinyurl.com/sickleave602

SHARPEN YOUR BENEFITS JUDGMENT

This feature provides a framework for decision making that helps keep you and your company out of trouble. It describes a recent legal conflict and lets you judge the outcome.

■ Can employee use short-term disability for her son?

Benefits Manager Betty Murphy knocked on Company Attorney Jim Gannon's door. "Jim, got a minute to talk about Jane Rinaldi?" she asked.

"Sure, what's going on?" asked Jim.

No 'sick leave' policy

"Well, she came to me about wanting to use her short-term disability benefits to care for her son, who's ill. Since we don't have a sick leave policy, she wanted to have some income while she was out because disability pays a percentage of her pay. But I denied her request," said Betty.

"Yes, as you should have. Those benefits are only for personal use. Unfortunately, they're not to care for a sick child," said Jim.

"This happened before with another employee who claimed we were violating state law by not allowing him to take the benefits," said Betty.

"Yes, I looked into it and found out short-term disability is actually a payroll practice designed to be a continuation of an employee's pay during a time-off period due to a medical condition. It's actually governed by federal law. That's why it's not to be used for sick family members," said Jim.

When Jane came back to work, she and her co-worker, who was previously denied benefits, decided to sue the company, which maintained that its disability plan was exempt from state law.

Did the company win the lawsuit?

■ *Make your decision, then please turn to Page 6 for the court's ruling.*

HRMORNING'S

What's New in **BENEFITS & COMPENSATION**

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States, feds, health insurers waiving coronavirus testing costs, co-pays

As the number of people stricken with the coronavirus continues to climb – and concerns grow that costs could become an obstacle to getting people tested – states, feds and insurance providers are taking steps to ensure everyone can get tested.

No-fee telemedicine consults

While the newly passed Families First Coronavirus Response Act orders most health plans to cover testing during the emergency period, the major health insurers – UnitedHealth Group, Anthem, Cigna, Humana, Aetna and Blue Cross Blue Shield – have announced their own plans.

These insurers will offer no-fee telemedicine consults to allow patients to speak to their doctors remotely about COVID-19 symptoms.

Cigna announced separately it would waive cost-sharing for any coronavirus in-network office, urgent care or ER visit, as well as telehealth screenings through May 31, 2020.

Washington has ordered insurers in its state to waive copays or deductibles for those who need tests. The order,

which is in place until May 4, 2020, requires insurance companies to allow a one-time early refill for prescription drugs and to suspend any prior authorizations for the coronavirus testing or treatment.

Washington’s emergency order follows New York’s mandate to waive cost-sharing for coronavirus testing, including ER, urgent care and doctors visits. California, Colorado and Maryland have also directed providers in their states to waive similar costs.

Self-funded employers don’t typically have to follow the coverage guidelines of the states, since they’re governed by the federal ERISA law. However, the feds may institute a ruling in light of the pandemic that all plans will have to comply.

For these employers worried about paying more, Julie Stone of the Health & Benefits team at Willis Towers Watson urges employers to waive the costs because “early testing and having those who test positive out of the workforce could actually save them money.”

Info: tinyurl.com/COVIDtest602

THE COST OF NONCOMPLIANCE

This regular feature highlights recent case settlements, court awards and fines against companies. It serves as a reminder to keep benefits policies in order.

Window installer left himself exposed to \$578K OT bill

An Arizona contractor failed to track workers’ time and didn’t pay them overtime when they put in more than 40 hours in a workweek.

What happened: Tempe-based Southwest Windows & Doors – which does business as Renewal by Anderson – failed to pay overtime to employees paid on a piece-rate basis when they worked more than 40 hours in a workweek. The DOL noted that employers that pay workers on a per-unit basis still must track the hours those employees work and pay overtime.

Result: Southwest Windows & Doors will pay \$577,997 to 109 employees for violations of FLSA overtime and recordkeeping requirements.

Info: tinyurl.com/windows602

Restaurant pays a \$411K check after stiffing staff on OT pay

An Atlanta-area restaurant group misclassified workers at four of its locations, didn’t combine hours individual employees worked at multiple sites and made illegal deductions from workers’ pay.

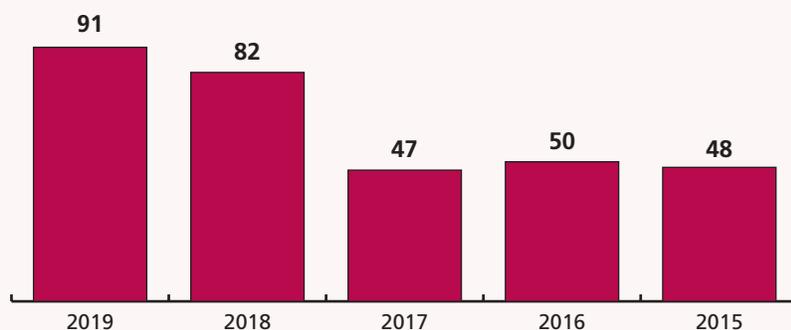
What happened: The operator of a chain of Mexican restaurants, doing business under the La Abuela brand, had several FLSA violations: It incorrectly classified employees as independent contractors, paid workers straight-time rates when they worked more than 40 hours in a workweek and failed to combine hours employees worked at multiple establishments when calculating hours to determine if they’re owed overtime.

Result: The company will pay \$411,010 in back wages to 157 employees at locations in Doraville and Duluth, GA.

Info: tinyurl.com/labuela602

Are prescription drugs being dropped by your insurer?

Numbers of meds dropped by prescription drug plans



Source: GoodRx

Insurance plans are covering fewer drugs. To ensure workers take needed meds, steer them to patient assistance programs or manufacturer copay cards.

CA wins auto-IRA suit, as more states mandate firms offer retirement plans

Even if you don't offer a retirement plan, there's a good chance you'll soon have to because California's mandatory auto-IRA program won its court case. Now, it's more likely other states will jump on the mandatory retirement plan bandwagon.

The CalSavers program isn't pre-empted by the federal Employee Retirement Income Security Act (ERISA), the district court ruled. This case marked the first time the Department of Justice filed a lawsuit against a state-run auto-IRA plan.

That's why it's considered a big win, forcing employers with 100 or more employees in California to offer employees a retirement plan. By 2022, all firms with five or more workers will be required to do so.

Presently, 11 states, including Connecticut, Illinois and New Mexico, which passed a law in February 2020, have laws on the books mandating that employers offer a retirement plan.

There are also bills introduced in 17 other states, however, now they may be subject to legislative disruptions due to the coronavirus outbreak. With

the passage of The SECURE Act in January 2020, which allows for more multiple employer plans, it's more likely that other states will introduce the auto-IRA programs, say experts.

Typically, the state-run plan is an auto-enrollment payroll deduction program. Employers are responsible for coordinating and making the deductions but are exempt from fiduciary responsibilities. Employees who don't opt-out are automatically enrolled in the program.

Administrative burdens

Many employers don't offer a retirement plan due to expenses and administrative burdens. A study of Oregon's state-run retirement program found setting up payroll deductions took longer than anticipated.

It's key to reach out to employers and make it as easy as possible for them, said CalSavers Executive Director Katie Selenski. She's working to integrate payroll technology, which would make it easier for firms to implement the new program.

Info: tinyurl.com/CalSavers602

Addressing stress, fear and anxiety during the pandemic

The first step in supporting your employees' mental health during these stressful times is to effectively and confidently communicate.

Mental health messaging's key

Review your mental health policies and practices. Since most of your employees may be working from home right now, be sure you're comfortable the processes that've been put in place for staffers to seek confidential advice and support are still working.

Keep employees informed. Establish a regular schedule for including information on accessing internal and external mental and emotional health support in your benefits messaging.

Check in. It's more important than ever to touch base regularly with employees to ask about anything that's causing stress. This can be done through an anonymous survey or via one-on-one chats.

Set "office hours." Keep specific times during the week for private discussion. This can create space for staff to ask questions and raise issues. Keep in mind they may need to talk about how mental health benefits can help with home, as well as work, issues.

Put anxiety on the agenda. Include a permanent item at Benefits department meetings to discuss what you're hearing from staffers about mental and emotional health challenges. This will help you develop a team action plan to address the issues they're raising.

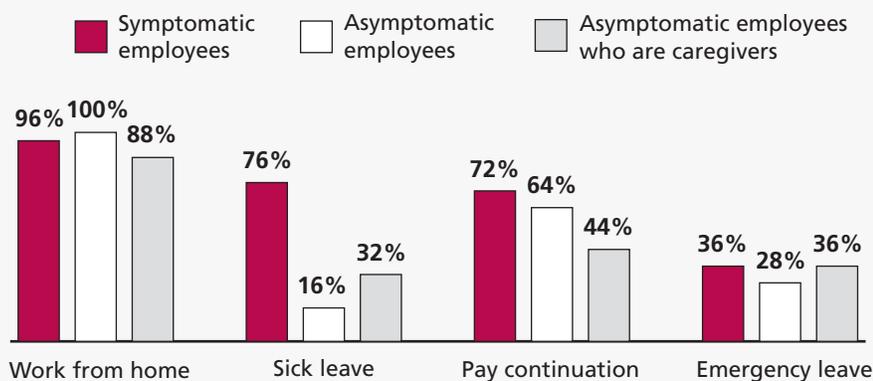
Then publicize (anonymously) these scenarios on your intranet or via emailed newsletters and the plans you've put in place.

Encourage feedback. Ask employees how they're coping during the pandemic. Sharing stories can help to normalize conversations about mental health.

Info: tinyurl.com/mindhealth602

Are you reevaluating employee benefits now?

Employers' offerings to employees impacted by quarantines



Source: Business Group on Health

Firms need to be assessing their short-term disability, paid-time off policies, etc., but it's also key to actively communicate what's already being offered.

WHAT WORKED FOR OTHER COMPANIES

Our readers come from a broad range of companies, both large and small. In this regular section, three of them share success stories you can adapt to fit your needs.

1 Put staff health, safety first during pandemic

As the coronavirus pervades every aspect of life, it's imperative to support employees during this time.

As the founder of a workplace wellness company that's also a small business, it was important to proactively address the public health crisis for our own employees because clients turn to us for guidance on maintaining healthy workplaces.

We've implemented a series of strategies to maintain a healthy work environment.

We already have a flexible work policy, so employees were used to working from home occasionally. The big question for us was whether or not to make it a requirement. We considered if the spread of the virus was strong in our area and how employees commute to work.

Because of the high number of cases in Boston, we required everyone to work from home since most use public transportation to get to work.

First priority

Since the first priority needed to be safety,

we directed staff to the Centers for Disease Control and Prevention for virus updates. We also communicated tips on proper hygiene, as well as self-care tips like getting proper sleep and eating well.

These things help build a healthy immune system which, in turn, makes employees more able to fight the disease. There's no one-size-fits-all solution on how a company, big or small, should respond. But the response should put employees' health and safety first.

(Nick Wellable, CEO, Wellable, Boston)

**REAL
PROBLEMS
REAL
SOLUTIONS**

2 All employees eligible for digital upskilling

We started reskilling to boost recruiting and retention. A number of factors, including automation and technological advancements, required us to be proactive in retraining our employees for the future.

We'd already had great success in reskilling within our IT organization through our partnership with Columbus State Community College. So we committed to a multi-million dollar investment over the next five years to offer our 28,000 employees

digital literacy and future capabilities training.

It's a reskilling and upskilling program called "Future of Work." Annually, every employee's given a personalized learning curriculum for professional development and exposure to other career opportunities. The curriculum is both business-unit specific and includes targeted career paths.

Attract, retain talent

Our commitment to employees is holistic and includes helping

them prepare for a very different future of work – one that's heavily technology-enabled.

We absolutely believe developing and engaging employees supports our ability to attract and retain talent in a very competitive marketplace.

We know employees are the key to our success and we firmly believe if we invest in them, they'll in turn invest in providing extraordinary care for our customers.

(Gale King, Chief Administrative Officer, Nationwide, Columbus, OH)

3 Offering employees a cancer support benefit

Finding out you or someone you care about has cancer is a devastating and life-altering experience. There are so many questions to be answered – everything from "Where can I find the best doctors?" to "What does my insurance cover?"

Whenever a worker became ill, our executive team would band together to use our own personal network to help them get the best care.

Then we asked ourselves, "How

can we capture the essence and spirit of caring for each other and turn it into a new company benefit?" That's when we began discussions with the Dana-Farber Cancer Institute to make this new Direct Connect benefit a reality.

Access to top oncology doctors

We became the first company in the greater-Boston area to offer all 4,000 U.S.-based employees this special cancer care benefit.

Each employee has special access to top oncology doctors, along with

all the support resources the world-class Institute has to offer. There's a dedicated phone line and email that's staffed by experienced liaisons trained to support each patient to identify the right treatment options, facilitate appointments and access support services based on the cancer type.

This benefit addressed such a critical pain point for employees that clearly wasn't only a need from a medical standpoint but from an emotional standpoint as well.

(David Almeda, Chief People Officer, Kronos, Lowell, MA)

FEDERAL REGS

COVID-19: EEOC issues new guidelines

What can employers ask workers and disclose to them about the coronavirus? The EEOC recently hosted a webinar offering much-needed guidance to employers on a host of topics that are upending businesses as they navigate through the pandemic.

Making inquiries

In line with the EEOC’s online guidance, which was issued in March (tinyurl.com/COVID602), the agency emphasized employers may ask employees if they have COVID-19 or if they have symptoms of the virus.

Temperature checks: Employers can take employees’ temperatures during the pandemic, as long as they establish a consistent process for the procedure.

Families off limits: It’s best practice to only ask if an employee has had contact with *anyone* with the virus and avoid asking specifically about a worker’s family. The Genetic Information Nondiscrimination Act (GINA) prohibits firms from requesting such info.

Sending employees home: If an employee refuses to answer questions related to the virus or to have their temperature taken, they can be

barred from the workplace since their presence would pose a “direct threat to health or safety,” said EEOC Attorney Sharon Rennert.

Disclosing employees’ exposure

Firms need to inform staffers if a staffer has or has been exposed to the coronavirus, without identifying the person. But the employer needs to get a list of people with whom the infected employee has had contact, so they can inform them directly.

Keep it confidential: The afflicted employee’s identity should only be shared with a few key people within the firm, “making every effort to limit the number of people who get to know the name,” says EEOC Attorney Jeanne Goldberg. Otherwise, firms could possibly run afoul of the ADA.

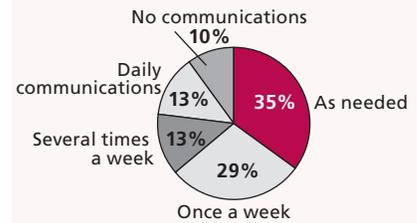
Granting accommodations

The EEOC is uncertain at this time whether COVID-19 is a disability under the ADA, which would normally require employers to provide reasonable accommodations. But the agency has asked that employers give requests their prompt attention.

Wearing a face mask: If wearing a mask is the only accommodation

WHAT BENEFITS EXECs SAID

How often employers communicate to employees about COVID-19



Source: Business Group on Health

As firms scramble to ensure their staff stays safe, they need to remain trusted providers of key COVID-19 info. Transparency can put fears to rest, while also being careful to respect privacy of infected workers.

(Each issue of WNB&C contains a current survey to give benefits officers insight into what their peers nationwide are thinking and doing.)

that’ll sufficiently reduce any threat to the employee, employers are obligated to allow it unless it would interfere with the person’s ability to perform an essential job function.

Working from home: Firms aren’t obligated to grant a WFH accommodation unless employees are at greater risk of COVID-19 due to preexisting disabilities, are pregnant or are over 65. But they need to treat such requests as they normally would through the interactive process.

Info: tinyurl.com/EEOC602

SHARPEN YOUR JUDGMENT – THE DECISION

(See case on Page 2.)

No, the company ultimately lost. The lawsuit did go back and forth on several appeals, but eventually the employees won their case. A district court determined the employer should’ve allowed the workers to use their short-term disability benefits to care for their sick relatives.

The firm didn’t offer workers any paid sick leave, so, under state law, they’re entitled to substitute short-term disability for paid sick leave, the employees argued.

However, attorneys for the company said the short-term disability was exempt from state law, since it was governed under the federal ERISA laws.

But the court said while there was an exception in state law for disability plans covered by federal law, the company’s program didn’t qualify because it was a “payroll

practice,” not a true disability plan. Also, no other type of paid time off was available to employees for illnesses, so the employer had to allow workers to take advantage of short-term disability benefits, which offered a percentage of their income, said the court.

Analysis: Employers need to set policy for caregiving

Paid sick leave laws may vary across states and cities, but almost all have a provision saying employees are allowed to use the time they’ve accrued to care for family members who are ill. FMLA also allows workers to take unpaid time off to care for their relatives.

Be sure these situations are accounted for in your company’s written sick leave policy. Review the language in your policy for compliance with all applicable laws.

Cite: *Phillips 66 Co. et al. v. Sacks*, No. C19-0174JLR, U.S. D.C. W.D. of Washington, Seattle, 9/10/19. Note: Dramatized for effect.

Adapting and adding more benefits to connect with newly remote team

■ Addressing physical, mental and financial health

The foundation of our company culture is trust and that has never been more important than now, when everyone is scared and uncertain about their work situation.

Employees are going to remember these times – how we treated them and how we communicated with them.

During this crisis, we're doing everything we can to maximize transparency. We're striving to be as up front as possible with our teams on what we know, what we don't know and what we can't talk about.

Virtual care packages

On the benefits side, we're working to enhance and expand the benefits that are of greatest importance to our people right now.

This means we're thinking about all aspects of our employees' health by addressing the four pillars of health: physical, mental and emotional, financial, and what we call social and purpose.

Even before this crisis, we sent our remote folks a "benefits fair in a box" package. And that will be our template for sending out care packages to remote workers when it's safe to do so again.

In the meantime, we're delivering virtual care packages, offering employees things like the Calm relaxation app.

Financial, mental health benefits

We've started streaming live and recorded webinars four days a week, touching on the various aspects of the "four pillars." Many of them cover financial topics, including what's happening in the legal arena around tax deadlines and new legislation.

We're trying to address mental and financial health issues our team may be dealing with. That's why

we're covering the cost of Cariloop, a support platform that connects employees to care coaches who help them find and navigate caregiver support resources.

We've also partnered with Kashable to provide access to a short-term loan benefit that can help avoid bad moves like borrowing against a 401(k) to pay for unexpected expenses, especially if a spouse or partner is laid off.

Chat sessions, video messages

It's important for us to make sure communications go out with a regular cadence, so everyone knows what we're thinking about and working on.

But we also know everyone is being bombarded with so much information right now so we're careful not to hit them too frequently or with too much information at once.

Our CEO has made video messages that were sent out to our associates to communicate everything that's going on. In addition, we've hosted team meetings within all the different areas of the organization.

We're also making our executives available for scheduled chat sessions to keep everyone as involved as possible while we go through this crisis together.

Finally, returning to trust, we're being very careful to make sure any information we share is accurate.

And we're reminding our teams regularly that they need to take breaks from the news tsunami and be very careful about where they get their information to help reduce stress from inaccurate stories and scams.

(Misty Guinn, Director of Benefits & Wellness, Benefitfocus, Charleston, South Carolina)

Case Study:

WHAT WORKED, WHAT DIDN'T

TEST YOUR KNOWLEDGE

■ The COVID-19 crisis is hitting 401(k)s plans: Are you ready?

The COVID-19 crisis' economic impacts include employee furloughs, reduced hours and job losses. All can impact employers' 401(k) retirement plans and employees' accounts.

Are you prepared for the resulting planning, operational and administrative challenges?

Test your knowledge: Decide whether the following statements are *True* or *False*. Then check your responses against the answers below.

1. Furloughed employees can forgo making payments on a 401(k) loan without penalties while out on leave.
2. Employees whose hours are reduced are eligible to take a hardship loan from their 401(k).
3. Employers may never reduce or suspend 401(k) matching contributions mid-year.

ANSWERS

- Answers to the quiz**
1. *True.* Workers placed on unpaid leave may forgo loan payments during the leave. This won't trigger penalties as long as the furlough doesn't exceed one year and the loan is repaid by the end of the term of the loan.
 2. *True.* The new CARES Act makes it legal to take a hardship withdrawal for just about any economic loss that can be shown to be related to COVID-19 without the usual 10% penalty.
 3. *False.* Firms can cut matching contributions at any time but need to give workers 30 days notice of changes. However, safe harbor plan changes are more restrictive, requiring firms be operating at a loss or have included possible match reduction notices in their annual plan document.
- Info:** tinyurl.com/covid-401k602

Busted! Intermittent FMLA abuse caught on Facebook

Oversharing on social media led to the downfall of an employee who took intermittent FMLA leave but spent that time at a pro football game.

In *Pizarro v. International Paper Company*, New Jersey machine operator Michael Pizarro had requested FMLA leave for issues related to his diabetes. But he was fired after a supervisor saw his Facebook post showing him at a football game in Dallas.

He sued for FMLA interference, but a federal district court threw out the case, not just based on the Facebook post. The employer showed proof he called the company FMLA hotline to report he was sick and unable to work, and it had never interfered with his previous requests over 17 years.

Info: tinyurl.com/FMLA602

Free mental fitness help for employees during pandemic

To quell employees' COVID-19-driven anxiety, employers can take advantage of Total Brain's offer to provide a free three-month subscription to its app for employees.

The Total Brain app, which claims to reduce fear and increase calmness, measures a person's emotional and cognitive brain capacities, then suggests brain and mind exercises to improve mental fitness.

For a trial subscription, employers can go to tinyurl.com/brain602.

Feds: Remote review of Form I-9 documents OK now

With so many employers shifting to remote work, the feds have temporarily halted the in-person review of Form I-9 for new hires.

Employers may first inspect documents remotely by video, fax or email. Once normal operations resume, employers must inspect documents in person and note "COVID-19" as the reason for the

physical inspection delay.

When the documents have been inspected in-person, employers should add "documents physically examined." This change is in effect through May 20, 2020 or three business days after the termination of the National Emergency Declaration, whichever comes first.

One final note: Employers must use the new Form I-9 (which can be downloaded at uscis.gov/i-9), effective May 1, 2020, or face costly violations.

Info: tinyurl.com/review602

DOL: Firms, email COVID-19 leave notices to employees

The DOL has issued a poster that'll fulfill employers' notice requirements under the just-passed Families First Coronavirus Response Act.

The new poster (which can be downloaded at tinyurl.com/leave602) must be displayed in a conspicuous place on the premises.

It also needs to be emailed or mailed to employees, if staffs are working remotely.

The DOL has also published a series of frequently asked questions about the notice, which can be accessed at tinyurl.com/notice602.

CVS adds 5 digital health offerings for employers

CVS Health, which launched its first digital health service – the Sleepio insomnia app – last year is now adding five new offerings at what may be an opportune time to engage employers and their vastly growing remote workforces.

The pharmacy firm has partnered with five existing apps under its Point Solutions Management brand: Hello Heart (blood pressure), Hinge Health (chronic pain), Livongo (diabetes), Torchlight (caregiver support) and Whil (mental health).

More CVS offerings will address weight loss and women's health.

Info: tinyurl.com/CVSHealth602

HOT WEBSITES

■ Free video interviewing

If COVID-19 has made hiring more difficult, virtual hiring platform OutMatch is offering video interviewing free for 60 days.

Click: outmatch.com

■ DOL's new guidance database

The DOL, which has undertaken a detailed review of all guidance documents it's ever issued, now has a searchable database with only the most up-to-date, compliant info.

Click: dol.gov/guidance

■ 'Shelter in Place' rewards

With the new Shelter in Place feature on ride sharing Hytch Rewards' app, firms can offer cash rewards to workers who stay put to telework (or it can ease financial burdens of those being furloughed).

Click: tinyurl.com/hytch602

If you have a benefits-related question, email it to Lynn Cavanaugh at: lcavanaugh@hrmorning.com

LIGHTER SIDE

■ Odd complaints employees make, say real HR pros

Human Resources isn't the complaints department, but it seems some employees don't realize that, say these real HR pros who've been saddled with some bizarre problems:

- "Outside of our building is a small lake with geese. After a goose chased after an employee, nipping at his legs, he demanded the geese be 'taken care of.'"
- "An employee originally from Haiti refused to enter the workplace because of a voodoo curse ... we allowed him access to use a different door."
- "At midnight, after a company dinner, an employee emails me, letting me know dinner upset her stomach and instructing me to call the restaurant immediately."

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