

2020 Second Quarter Newsletter

Worker's Compensation Non-Subscriber – Workers' compensation provides covered employees with income and medical benefits if they are injured on the job or have a work-related injury or illness and is regulated by the Division of Workers' Compensation (DWC). Texas is one of the few states that does not require a company to carry Workers' Compensation insurance, although certain forms and notices are still required, such as;

- Submit Notice to the DWC that company has elected to not carry or terminate Workers' Compensation insurance
- Notify Employees of non-coverage
- Notice of Non-Covered employer injury or illness to employee

To learn more about what is required, go to <https://www.humanresourcesolutionsllc.com/forms-news.html>

Paycheck Protection Program Flexibility (PPPFA) – President Trump recently signed into law the PPPFA which allows more flexibility when using PPP funds and applying for loan forgiveness. Key components include reducing the amount that must be spent on payroll costs from 75% to 60% and extending the timeframe to rehire certain laid-off employees from June 30th to December 31st if seeking loan forgiveness. Check with your accountant, bank or payroll provider for more information on all of the guidelines.

Help Employees Maintain Mental Well-Being during COVID-19 – Following quarantine and social-distancing recommendations can help stop the spread of COVID-19, but employee's mental health could suffer with these new guidelines. If you offer benefits, your healthcare providers may be able to offer guidance, articles, and ideas to help employees handle these changes.

Ways to help employees include;

- Keep in touch with employees; working at home can be isolating so schedule team meetings and keep employees updated
- Leverage technology resources to keep employees connected
- Encourage employees to take breaks during the day and stretch, meditate, take short walks or exercise
- Set up exercise challenges, video exercise apps or wellness programs to motivate employees to create teamwork, as well as promote wellness.

Human Resource Solutions, LLC

Someone you can lean on.

Because of COVID-19, employees are more isolated from family, friend and co-workers. Everyone reacts differently and employers can help by promoting a variety of available resources and how employees can access them.

COVID-19 Presentations – The past two months, we have been privileged to present several webinars regarding the CARES Act, General Human Resources and COVID-19 - Returning to Work. The webinars may be viewed on our internet site at <https://www.humanresourcesolutionsllc.com/recent-news.html>

For help with any of your human resource and benefit needs, a free one-hour consultation or information on any of the above items, please contact info@humanresourcesolutionsllc.com

This newsletter is intended to provide general guidance about recent topics in Human Resources. It is not a legal opinion. For answers to your specific questions, please consult with counsel.