

# HR in the Time of Coronavirus

## Your Top 10 Questions

Leslie DeMattia & Bob Brockman  
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# Top Ten Questions

## Question #1

When is full-time pay and 2/3 pay necessary?

# Top Ten Questions

Question #2

How do you calculate 2/3 Pay?

# Top Ten Questions

## Questions #3

Can you ask employees to use their accrued time (Vacation/Sick/PTO) while they are temporarily laid off?

Can employees use the EPSLA or EFMLA to supplement a reduced work schedule?

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## Question #4

An employee who is currently on (Regular) FMLA and whose spouse has lost their job (different employer) asks to be terminated so they can collect unemployment. What can/should you do?

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## Question #5

Explain Exempt, Non-Exempt, and the Ministerial Exception.

Is there such thing as “part-time exempt”?

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## Question #6

Can we move an Exempt employee to Non-Exempt? (How do we do it?)

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## Question #7

Can an employee take 4 weeks of EFMLA for childcare and then take an additional 4 weeks of EFMLA if they get sick?

Can an employee take 12 weeks of EFMLA for childcare and then take another 12 weeks of EFMLA if they get sick?



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## Questions #8

If you are not working your non-exempt employees or have reduce their hours, but have chosen to pay them their full pay through the end of April, how do you have them fill out their time card?

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## Question # 9

How do you respond if an employee or their family member gets diagnosed with the Coronavirus?

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## Question #10

How do you bring employees back from a layoff? Is there a certain order or is it based on business need?

# QUESTIONS?

Leslie & Bob may be contacted at:



Leslie DeMattia

[L.demattia@sbcglobal.net](mailto:L.demattia@sbcglobal.net)

805.272.5032



Robert W. Brockman, Jr.

[Rbrockman@daleyheft.com](mailto:Rbrockman@daleyheft.com)

858.755.5666



The Cutler Group