

Taking Care of Your Employees

Below are some helpful resources that might aid both the employer and employee during the Covid-19 pandemic:

- [State of Ohio Coronavirus Job Portal](#) – this site is dedicated to both employers looking to hire during Covid-19 and employees who are looking for jobs during Covid-19
- [The IRS Employee Retention Credit](#) is designed to encourage businesses to keep employees on their payroll. The refundable tax credit is 50% of up to \$10,000 in wages paid by an eligible employer whose business has been financially impacted by Covid-19.
- [SharedWork Ohio](#) is a creative alternative to avoid layoffs for employers; it allows workers to remain employed and employers to retain their staff during times of reduced activity. By utilizing the SharedWork tool the employer reduces hours to avoid a layoff, the employee works the reduced hours and the Ohio Department of Job & Family Services provides an unemployment insurance benefit proportionate to their reduced hours. [Learn more here.](#)
- [All health insurers have been required by the Ohio Department of Insurance to allow employers to defer their insurance premium payments for up to two months.](#) You can keep your employees covered and push back the costs until later to free up cash.
- The *Families First Coronavirus Response Act* provides up to 14 days of paid sick leave and up to 12 weeks of paid family medical leave to help those dealing with exposure, diagnosis or even symptoms of the coronavirus. The majority of workers of small and mid-sized companies and non-profits are eligible as long as they have been employed for at least 30 days. The White House has stated that the businesses and non-profits who provide this paid leave will be reimbursed for the full amount within 90 days (in the form of a payroll tax credit). The bill also requires employers to provide additional protections for healthcare workers.
 - Read more about the bill [here](#)
 - [This FAQ document](#) on the bill provides an easy-to-read analysis
- Businesses may direct employees that they forced to lay off [to this resource](#) from the Ohio Department of Job & Family Services as well as this FAQ on [Coronavirus and Unemployment Insurance Benefits](#)
- The Ohio Bureau of Worker's Compensation has created a [BWC Covid-19 FAQ](#). March to May payments may be deferred until Jun 1, 2020.
- The Consumer Financial Protection Bureau has created a [resource document](#) on what to do if your employee is having trouble with bills, experiences a loss of income or may be targeted by scammers looking to take advantage of a bad situation.