Dear Members,

I hope that you’re having a chance to spend some time with family on this beautiful Sunday. There is still a lot happening in terms of this crisis so I wanted to take a few moments to send you an important update on a few topics:

The CARES Act – What you need to know to plan for a loan
As you have heard, after passage by the Senate and the House, the President on Friday signed the largest stimulus act ever into law. While we expect to have a deluge of information coming out about this throughout the upcoming week, I wanted to share these great resources from our partners at the US Chamber of Commerce:

- Coronavirus Emergency Loans Small Business Guide & Checklist
  (this has a great overview to help you start planning)

- An article overviewing how small businesses will benefit from this

We are working on getting a session with the US Chamber set up to answer questions. We’ll announce more when we know.

Non-Profits can benefit from this act as well (501c3s). The US Chamber is doing an webinar on this specifically for non-profits tomorrow – Monday, March 30th at 12:30pm – Sign up here.

Self-employed & 1099 employees – you will be able to access unemployment benefits now as well. The State is working on building out the infrastructure for this and will pass this along as soon as we have something!

If you want an overview of the entire massive CARES Act – here is a summary by the US Chamber (this link was taken down on Friday, it’s revised and active now).

The Families First Coronavirus Response Act
The Department of Labor has issued this notice which should be posted in your workplace if you are subject to the FFCRA. Here is a link to FAQ’s about this notice. Please take a few minutes to review.

Think HR has provided the following updates regarding FFCRA:
We strongly suggest that employers read through the entire Question and Answers document prior to Wednesday, so they have an understanding of how the leaves work. The following are some highlights from the updated guidance:

- These leaves are not available to employees with reduced hours, furloughed employees, or employees’ whose workplaces are closed. See questions 23-28.
- These leaves are not available to employees whose workplaces are closed due to a federal, state, or local shelter-in-place or stay-at-home orders, or due to business slowdowns. See questions 23 and 27.
- These leaves (and payroll tax credit) are not retroactive. Employees are not entitled to pay under these leaves if they were absent or out of work (for any reasons) prior to April 1. See question 13.
- Both emergency paid sick leave (EPSL) and emergency Family and Medical Leave (EFMLA) can be taken on an intermittent basis in certain situations. See Questions 20-22 for explanations about when intermittent leave is allowed.
Employees may not be required to use other forms of paid leave prior to or concurrently with EPSL or EFMLA. See questions 32 and 33.

Employers should keep documentation to show that employees who received leave were actually in need of leave. The documentation requirements will be outlined in soon-to-be-released IRS guidance. See Questions 15 and 16.

Stay at Home Order
I continue to take calls from businesses regarding the Ohio Stay at Home order. I spent some time talking to our local Health Commissioner on Friday to get a better understanding of how this is being enforced. First, businesses should know that the Health Department is receiving calls and complaints about businesses – so it is being enforced!

Here are some best practice suggestions. If you believe your business is essential – you must have a rationale of why you are coming to that conclusion. It is recommended that you write it down. Unfortunately, I don’t have a “best practice” example on this, but it is being suggested that you point to specific areas in the order and explain in writing your tie to those areas. I also recommend that you communicate this to your employees.

If you are essential, then you are required to provide a safe working environment for your employees as outlined in item #15 in the Director’s Order. Please ensure you are following those rules. You could be questioned if you are not doing this. Please comply.

Additionally, each business owner should review item #18 in the Director’s Order – COVID-19 Information & Checklist for Businesses/Employers.

Bottom Line: The Order is being enforced, and if you are open and operating, you must be prepared to answer if you are called. I believe everyone is trying their best on this, but it’s important that you be prepared.

ATTN: Manufacturers
Due to the urgent need for PPE in Ohio, Governor DeWine once again asked that anyone who can manufacture new PPE to email the state at together@governor.ohio.gov. Staff will receive these emails and coordinate how these resources can best be used to benefit all Ohioans.

All PPE items are of critical need, including, but limited to:
1. Surgical gowns (S, M, L, XL, XXL)
2. Face/surgical masks (adult, pediatric)
3. Gloves (nitrile, vinyl, or butyl)
4. N-95 particulate respirators
5. Isolation gowns
6. Face shields
7. Tyvek coveralls
8. Thermometers
9. Foot coverings
10. Ventilator tubing

Note: The above items are not intended to be in order of importance.
I believe they can also give you specs on these items which could help you determine if you can help. We’ll continue to monitor and push out more info. Jessica Gribben on our team has also been helping to coordinate with JobsOhio. Please reach out to her as well with questions.
I know that many businesses are doing all they can to help (THANK YOU!). I’d like to highlight one in each email. If you have a suggestion or nomination for a future email, please send it along! Today I want to give a special shout out to Newman Technology who donated 900+ N95 masks to OhioHealth last week. Those are in very short supply and were much needed! Thanks for your leadership on this issue.

If you’re able to donate here is a more info from OhioHealth and Avita Health System, and you may also call Richland County EMA at 419-774-5686.

Final Thoughts

‘The world is indeed full of peril, and in it there are many dark places; but still there is much that is fair, and though in all lands love is now mingled with grief, it grows perhaps the greater.’

– Haldir, The Fellowship of the Ring

On a day with blue skies and sunshine, it seems hard to believe we are facing such a crisis as this. But the ever-climbing numbers remind us it is true. It seems this will get harder before it gets better, but it will get better. We will emerge and rebuild together.

Until then, our care for each other must get us through. How is that care being shown? By employees who are showing up to nurse others back to health. By others who are showing up to ensure our shelves remain full and stocked with important supplies. By others who are checking on their neighbors and family. By others who are reaching out to those who are alone to remind them they are loved. By others who are donating necessary supplies. By others who are helping the homeless, who have no home to stay in. By others who are leading and guiding during a time of trial.

Maybe you’re rolling your eyes at me and my endless Lord of the Rings quotes. But I speak from my heart – this is a shared human experience – citywide, statewide, nationwide, worldwide. How are you responding? Though the road ahead looks dark and difficult, I do not despair. We’re going down the road together, and there is great comfort in that.

Be well friends! We’re #RichlandCountySTRONG!

Onward!

Jodie

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