



McGohan Brabender Update

Today is Thursday May 14, 2020

NO EEOC REPORTS: 100+ EMPLOYERS FOR 2020

EEOC has announced that for employers with 100 or more employees, that are subject to the EEO reporting, will submit both 2019, and 2020 data in early 2021.

The following surveys have been delayed.

- 2019 EEO-1 Component 1 private employers
- 2020 EEO-3 Local referral Unions
- 2020 EEO-5

By delaying this delivery date, it will confirm the employers have accurate information. The agency expects to begin collecting the 2019 (and 2020) EEO-1 Component 1 in March 2021 and the 2020 EEO-3 and the 2020 EEO-5 in January 2021. Filers will be notified of the precise date the surveys will open as soon as it is available.

[Click Here for Delayed EEOC Reporting](#)

PRE-EMPLOYMENT SCREENING DELAYS HIRING

Due to the pandemic, there is a wrinkle in the hiring process. Drug testing has been put on hold because most testing sites are not open or not available for non-COVID testing. This *HR Insight* article shares the options to employers, specifically legal considerations going forward, especially if you choose to hire now and test later. Click below and learn your options.

[Options for Pre-Employment Screening](#)

CONDUCTING A REMOTE LAYOFF

One of the most troubling aspects of this pandemic, from a business point of view, is those employers that are having to layoff employees. Here are some steps of how to conduct a remote layoff:

- Set up a meeting
- Include HR and the employee's manager
- Use video platforms if possible
- Be detailed
- Create expectations
- Be prepared for questions

Click on the link below for more details of how to prepare for this process.

[Layoffs - How to Conduct it Remotely](#)

GOVERNOR DeWINE'S PRESS CONFERENCE

THURSDAY MAY 14TH

If you didn't have a chance to listen to Governor DeWine's press conference, here are the take-aways you need to know.

- **Horse racing** can resume May 22, but spectators will be prohibited. Casinos and racinos are not included in this.
- **Pools:** Community pools can reopen May 26. Water parks and amusement parks are not included in this, said Lt. Gov. Jon Husted. Husted cited a CDC report that said there is no evidence COVID-19 can spread to people through the water in pools, hot tubs, spas or water play areas.
- **Gyms and fitness centers** can reopen May 26. Low-contact or non-contact sports can also resume on this date.
- **Campgrounds** can reopen May 21 with proper safety protocols.
- **BMVs** will open across the state May 26. Vehicle registration, scheduling a driving test, updating your address, license reinstatement fees and numerous other services can be done online. People should only go into BMV locations for services that can't be done online, said Lt. Gov. Jon Husted.
- **Summer day camps:** Day camps will also be able to open May 31. Protocols will be released by the end of the day Friday.
- **Daycare facilities:** On May 31, childcare providers in Ohio will be able to reopen. They will reopen with reduced numbers of children in each classroom and intensify hand washing in each classroom. Gov. DeWine said the state's goal is to do "everything we can to protect the children in childcare, the workers and all the families. We want to have the safest childcare system in the nation." Moving forward, childcare will look different

as long as COVID-19 is here, he said. For infants and toddlers, there will be a max number of six children per classroom, and for school aged children, there will be a max of nine per classroom.

INDIANA COVID-19: REOPEN PHASE 2

This may be duplicate, but here is the link for Indiana's COVID-19 information that is updated daily. We are currently in Phase #2 of the reopening of businesses, and the next phase will start May 24th.

[Indiana Government Site for COVID-19](#)

[Back on Track Indiana- Phase #2](#)

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