



## **McGohan Brabender Update**

Today is Tuesday June 30, 2020

### **OHIO GOVERNOR DEWINE UPDATE: TWO COUNTIES SEE INCREASED CASES**

As reported on Monday during Governor DeWine's press conference, both Hamilton and Montgomery counties have reported a significant increase of COVID-19 cases. Although there has been a higher number of cases, the ratio of ICU enrollment has not followed suit. Governor DeWine has encouraged us to continue to wash hands, wear masks, and maintain the social distancing. Decisions are still on hold concerning schools restarting. He will share more on Thursday this week.

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### **UPDATE: DOL ISSUES FIVE NEW FAIR LABOR STANDARD ACT OPINION LETTERS**

Recently, the DOL issued five new opinion letters as guidance for labor and

employment standards that can affect your workforce in certain situations. There are five letters falling under three subjects:

- Outside Sales Exemption
- Wage Payment Requirements
- Administrative Employee Exemption

Click below to read and stay current with opinion letters.

### [DOL Issues Five New Fair Labor Standards](#)

[Department of Labor Website](#)

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## **LEVERAGING BENEFITS TO EXPAND COMPENSATION - SOMETHING TO CONSIDER**

Business owners are discovering creative means of compensation during this coronavirus pandemic. Offering additional benefits encourages current employees to remain loyal, and offers employers a competitive edge when recruiting. Take a look at some suggestions you may consider adding to your employee benefit package.

- Remote Work Options with Flexible Scheduling
- Expanded PTO with Paid Sick Leave
- Telehealth options

Employees appreciate having the option to elect certain coverage depending on their need.

[Leveraging Benefits and Compensation during Pandemic](#)

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## **FDA WARNING: HAND SANITIZERS ARE TOXIC**

FDA has issued a list of nine hand sanitizers that contain methanol and can be poisonous when ingested or absorbed through the skin. Click below for the list of hand sanitizers, and seek medical attention if necessary. The CDC reminds us that hand washing for a minimum of 20 seconds with soap and warm water, if you use a hand sanitizer, be sure that the alcohol level is at least 60% ethanol.

### [FDA WARNING: Toxic Hand Sanitizers](#)

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## **COVID-19: DID THEY CATCH IT AT WORK?**

If your employee has tested positive for COVID-19, this HR Insights article can assist you with the OSHA regulations you are required to follow. If you have additional questions, you should seek legal counsel to confirm you are adhering to the current laws.

### [How to Determine if COVID-19 Illness is Work Related](#)

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## **SOME STATES KEEP COVID-19 LEAVE RULES IN PLACE**

This fluid document will continue to be updated as states modify their regulations as defined by the Families First Coronavirus Response Act (FFCRA). These latest listings include Michigan, Washington and cities of California. There are links within this article for future reference to all states and their compliance requirements.

### [UPDATE: States Keep FFCRA Leave Rules](#)