

Client Newsletter

June 5, 2020

Check out our Blog!

See what's happening on our [blog](#).

Topics

- Funding Options
- Client Employee Communication
- Safety & Risk Mgmt
- OSHA Guidelines
- Resuming Business Toolkit
- PPP Update

Helpful Links

- [CDC Website](#)
- [NFIB Website](#)
- [OSHA Website](#)
- [Integrity Website](#)



IntegrityHR
Management, LLC

GETTING BACK TO NORMAL

Integrity HR Management is committed to keeping our employees up to date regarding the COVID-19 virus. Our goal is to provide the latest information in real time so our employees can make the necessary decisions to protect their families. Please never hesitate in contacting us if you have any questions regarding your pay, benefits or workplace safety issues.

Thank you for being a part of the Integrity HR Management family.

CLIENT SERVICES

Funding Options

In addition to traditional SBA funding programs, the CARES Act established several new temporary programs to address the COVID-19 outbreak.



[READ MORE](#)

Client Employee Communication

A sound employee communication strategy plays an integral role in supporting everyday needs of workers, especially in times of crisis.

- The #1 expectation from employees is that their employers communicate effectively.
- 50% of managers agree they have the tool and resources necessary to have tough conversations
- 61% of workers say they receive the right amount of information about what is happening in their organization



[CLICK HERE FOR CEC DOCUMENT](#)

SAFETY & RISK MANAGEMENT

Are recommended health and safety actions in place?

- Promote **healthy hygiene practices** such as **hand washing** and **employees wearing a cloth face covering**, as feasible
- Intensify **cleaning, disinfection**, and ventilation
- Encourage **social distancing** and enhance spacing between employees, including through physical barriers, changing layout of workspaces, encouraging telework, closing or limiting access to communal spaces, staggering

Is ongoing monitoring in place?

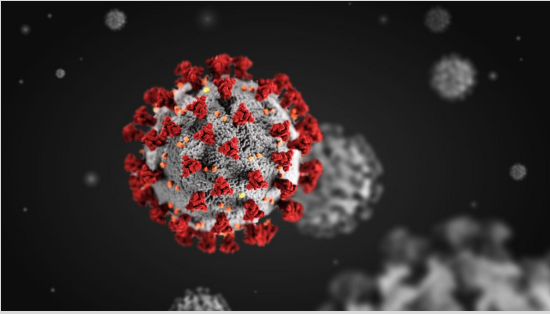
- Develop and implement procedures to check for **signs and symptoms** of employees daily upon arrival, as feasible
- Encourage anyone who is sick to **stay home**
- Plan for if an employee gets sick
- Regularly communicate and monitor developments with local authorities and employees
- Monitor employee absences and have flexible leave policies and practices
- Be ready to consult with the local health

- shifts and breaks, and limiting large events, when and where feasible
- Consider modifying travel and commuting practices. Promote telework for employees who do not live in the local area, if feasible
- Train all employees on health and safety protocols

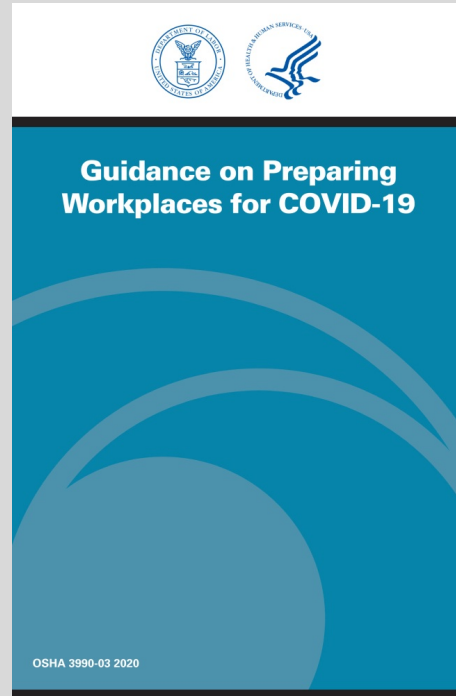
authorities if there are cases in the facility or an increase in cases in the local area

Source: <https://www.cdc.gov/coronavirus/2019-ncov/community/organizations/workplace-decision-tool.html>

OSHA COVID-19 GUIDELINES FOR EMPLOYERS



OSHA has developed this interim guidance to help prevent worker exposure to SARS-CoV-2. The general guidance below applies to all U.S. workers and employers. Depending on where their operations fall in OSHA's [exposure risk pyramid \(Spanish\)](#), workers and employers should also consult additional, specific guidance for those at increased risk of exposure in the course of their job duties broken down by exposure risk level.



[CLICK HERE](#)

Protect Yourself and Others

The best way to prevent illness is to avoid being exposed to this virus. You can take steps to slow the spread.

- **Maintain good social distance** (about 6 feet). This is very important in preventing the spread of COVID-19.
- **Wash your hands** often with soap and water. If soap and water are not available, use a hand sanitizer that contains at least 60% alcohol.
- **Routinely clean and disinfect** frequently touched surfaces.
- Cover your mouth and nose with a **cloth face covering** when around others.

Learn more about what you can do to **protect yourself and others**.

Source: <https://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/how-covid-spreads.html?>

CDC_AA_refVal=<https://www.cdc.gov/coronavirus/2019-ncov/prepare/transmission.html>



Prevent COVID-19: Wear a Cloth Face Covering

CDC Director Dr. Robert R. Redfield talks about how wearing a cloth face covering may help slow the spread of COVID-19.

[CLICK HERE FOR VIDEO](#)

HUMAN RESOURCES

How to Monitor and Support Employee Mental Health

Employee mental health is especially important amid the coronavirus pandemic. Learn how to effectively support your employees and their mental well-being.



[CLICK FOR MORE DETAILS](#)

Resuming Business TOOLKIT

Coronavirus Disease 2019 (COVID-19)



[CLICK FOR TOOLKIT](#)

Resuming Business Toolkit

The Resuming Business Toolkit is designed to assist employers in slowing the spread of COVID-19 and lowering the impact in their workplace when reintegrating employees into non-healthcare business settings. Not sure whether you're ready to resume business? Use CDC's decision tools [2-3] as a start.

<https://www.cdc.gov/coronavirus/2019-ncov/community/resuming-business-toolkit.html>

TECHNOLOGY

Ways to Help Your Clients and Their Employees Manage the Challenges of COVID-19

March 27, 2020



[CLICK FOR PRESENTATION](#)

FINANCE

The United States House of Representatives today **passed** H.R. 7010, the Paycheck Protection Program Flexibility Act of 2020, a bill that, according to Vice President of Government Relations Kevin Kuhlman, "... grants small business owners urgently needed flexibility by extending the loan forgiveness period and reducing the payroll limitation of the program. We urge the Senate to act quickly to consider the legislation."

The vote on H.R. 7010 is considered an NFIB Key Vote for the 116th Congress. NFIB sent a **key vote letter** to members of the U.S. House of Representatives urging them to support this critical legislation for small businesses.

U.S. House Passes Bill Granting PPP Flexibility for Small Businesses

[READ MORE](#)



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