

JUSTWORKS.

Your Guide to Navigating COVID-19

The global conversation around COVID-19 has escalated rapidly. Use these resources to stay safe and informed.



Trusted Updates

CDC GUIDANCE
[Coronavirus Disease](#)

WHO GUIDANCE
[Coronavirus Outbreak](#)

WHERE DO YOU WANT TO BEGIN?



Getting Medical Care



Staying Healthy

How can we help you today?



Remote Work Tips



Employer Requirements



Business Loans & Relief



Paid & Unpaid Leave

Getting Medical Care

Find information on resources and services for members, and details on COVID-19

How can we help you today?

What resources can my team access through Justworks?



What services are available to Aetna members?



What services are available to Kaiser Permanente members?



What services are available to UnitedHealthcare members?



What is the cost of COVID-19 testing and treatment?



What should you do if you think you are sick?



Staying Healthy

Learn how to protect yourself and others from getting sick, as well as tips to manage anxiety and stress during the outbreak.

How can I protect myself and others from getting sick?



How can I manage anxiety related to the coronavirus outbreak?

How can we help you today?



Remote Work Tips

Find helpful Work From Home resources from Justworks, ideas on how to support your team, and remote productivity tips.

Does Justworks have WFH resources that I can share with my team?



How can I support my team to work remotely?



How do I keep my team informed while they are WFH?



How can I stay productive while working from home?



Employer Requirements

Find answers to important questions about running your business, how to address COVID-19, and navigate other business considerations. We're here to help, 24/7.

Do I have to talk to my employees about COVID-19 at all?



How can we help you today?

**Do I have to close my office?
When should I close my office?**



**What do I do if one of my
employees may have
contracted COVID-19?**



**What should I consider when it
comes to a business continuity
plan?**



**Do I have to freeze business
travel?**



Business Loans & Relief

Get support and resources to tackle tough financial challenges, retaining employees, and navigate deferred taxes.

**I can't pay my people because
of COVID-19, how can I get
help?**



**I can't pay my taxes because
of COVID-19, what do I do?**



**I think I may need to make
layoffs, what do I do?**



How can we help you today?



Paid & Unpaid Leave

Get the latest information COVID-19 paid and unpaid leave requirements, including H.R. 6201.

What are my obligations for offering employees paid & unpaid leave?



SHARE

Each situation is unique and you should ultimately consult legal counsel. Here are several factors to keep in mind:

- Employers should allow employees to utilize sick leave, per their company policy and applicable federal, state, or local law.
- Where employees do not qualify to use sick leave, employers may want to consider, where feasible, providing employees with more flexibility in using their own judgement to work from home.
- Employees may be entitled to take time off under the federal Family and Medical Leave Act ([FMLA](#)) or other similar state/local laws to attend to for a) their own serious health condition or b) a family member's serious health condition. (Note: Simply contracting the virus may not necessarily be a serious health condition.)
- Employees with pre-existing health conditions that put them at heightened risk for contracting COVID

How can we help you today? vi

with accommodations (like time off, or remote work arrangements) if and when the disease poses a high risk of transmission in your area.

- Employees may not be required to be paid if taking a leave of absence, and you should refer to your internal policies and legal counsel on how you should approach this.

On March 18, 2020, President Trump signed **H.R. 6201, the Families First Coronavirus Response Act**. Among other provisions, it contains several paid leave provisions related to the coronavirus pandemic that employers should be aware of. These provisions will go into effect on **April 2, 2020**.

- It requires employers with fewer than 500 employees provide up to 12 weeks of job-protected leave, ten weeks of which would be paid, to employees who are unable to work or telework due to their child's school or daycare closing.
- It requires employers to provide full-time employees with 80 hours of certain emergency paid "sick" leave related to the coronavirus (with special rules for part-time employees).
- It provides tax credits for required paid sick leave, paid family and medical leave and certain health plan expenses. The law also permits the Department of Labor to exempt small businesses with 50 or fewer employees if providing paid leave would put them out of business.
- Our team has broken down H.R. 6201 and its implications in more detail [here](#).

States and cities are rapidly deploying resources and programs to assist businesses and workers impacted by the COVID-19 outbreak. Given the rapidly shifting guidance, we recommend that you check for the latest in your state.

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In New York, for example, the state has enacted **new protections**, effective immediately, for workers who have been quarantined as a result of the COVID-19 outbreak, including job protection, paid and unpaid leave, and extensions of the state's disability insurance and paid family leave programs.

Other states and cities are focusing their efforts in a similar manner and are looking to adjust existing laws or pass new ones, while some jurisdictions have already done so. **San Francisco**, for example, has, among other changes, extended their paid sick leave ordinance regulations to include additional covered reasons during this time.

Learn about H.R. 6201, the Families First Coronavirus Response Act, and its implications.

LEARN MORE

Note: *This information is changing rapidly. We will update this page as we learn more.*

We're in this together.



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