

Legislative Update

What We Know Now

July 21, 2020

VA Workplace Safety Regulations



VA Workplace Safety Regulations

- First state to approve OSHA standard for COVID-19
- Goes into effect the week of July 27th
- This emergency temporary standard is designed to establish requirements for employers to control, prevent, and mitigate the spread of COVID-19 to and among employees and employers.



VA Workplace Safety Regulations

- New standards require employers to:
 - Provide flexible sick-leave policies, telework options and staggered shifts when possible;
 - Provide both hand washing stations and hand sanitizer when feasible;
 - Assess risk level of employees, suppliers, and vendors before entry to the workplace;
 - Assess hazard level of all job tasks;



VA Workplace Safety Regulations

- Determining hazard level for all jobs:
 - **Very High** - COVID-19 related medical, postmortem, and laboratory work.
 - **High** - Healthcare, medical transport, first responders, and mortuary services.
 - **Medium** - Jobs that require more than a minimum exposure of less than 6 feet with other employees or the public.
 - **Low** - Any job that is not classified as above and individuals do not have sustained contact with other individuals.



VA Workplace Safety Regulations

- New standards require employers to:
 - Notify employees within 24 hours if they may have been exposed to a positive case of COVID-19;
 - Notify the Virginia Department of Health within 24 hours of all positive COVID-19 tests;
 - Notify Virginia Department of Labor & Industry of three or more positive tests in a two-week period within 24 hours;
 - Post agency-prepared COVID-19 information to all employees;



VA Workplace Safety Regulations

- New standards require employers to:
 - Provide COVID-19 training to all employees within 30 days (except for low-hazard places of employment);
 - Prepare infectious disease preparedness and response plan within 60 days;
 - Maintain air handling systems in accordance with manufacturer's instructions as well as ANSI and ASHRAE standards.



COVID-19 Grants, Loans, Tax Credits

North Carolina Unemployment Insurance Tax Credit

The Governor of North Carolina passed a relief bill that allows all employers who paid their 1Q 2020 North Carolina State Unemployment Insurance tax payment timely on or before April 30, 2020 to get a credit equal to their 1Q payment and have it applied towards their 2Q tax payment. This was passed on May 4, 2020.



North Carolina

North Carolina has created Rapid Recovery Loans for businesses across the state. Loans are available in amounts up to \$50,000, capped at two months of current revenue. The loans come with six months at 0% interest and no required payments, and then will be subject to four-year repayment terms at 5.5% interest.

Who's eligible: Small businesses with at least one employee in North Carolina, which can include a self-employed owner.

How to apply: Apply online.

A graphic with a background image of a small town with houses and trees. The text is overlaid in white, bold, sans-serif font.

**North Carolina COVID-19
Rapid Recovery
for Small Businesses**

In response to the unique economic challenges of COVID-19, a consortium of public, private, and nonprofit partners have come together and launched an innovative recovery-lending program to help support entrepreneurs like you and stabilize North Carolina's small business sector.

[Apply for a NC COVID-19 Rapid Recovery Loan](#)

Pennsylvania – COVID 19 Relief Statewide Small Business Assistance

Overview

The COVID-19 public health crisis has impacted every Pennsylvanian in every community. The recently enacted state budget includes \$2.6 billion in federal stimulus funds through the Coronavirus Aid, Relief, and Economic Security Act (CARES).

Within this allocation, the Department of Community and Economic Development has been allocated \$225 million for COVID-19 relief to small businesses through a distribution to [Community Development Financial Institutions](#)  (CDFIs).

The COVID-19 Relief Pennsylvania Statewide Small Business Assistance program will provide grants ranging from \$5,000 to \$50,000 to small businesses that have been economically impacted by COVID-19. This is not a first-come, first-served program. There will be multiple rounds of application windows.



Virginia

<https://va30dayfund.com/about/>

APPLY

Opens

Apr 6 2020 12:00 AM (EDT)

Deadline

Dec 31 2023 12:00 AM (EST)

Virginia 30 Day Fund



The nonprofit Virginia 30 Day Fund provides forgivable loans up to \$3,000 to small businesses in need. It was launched by Virginia technology entrepreneur Pete Snyder and his wife, Burson. Working with other business leaders throughout the Commonwealth, the Fund's goal is to help save as many Virginia jobs as possible while small businesses await recently approved federal funding.

Virginia businesses that qualify for assistance from the Fund are:

- For-profit small businesses that employ three to 30 people;
- Based in Virginia and have been operating for at least one year;
- Owned and operated by a Virginia resident.

The funds dispersed to small businesses by the Virginia 30 Day fund **do not need to be repaid**. If businesses who receive the Fund's assistance do, at a later date, wish to "pay it forward" to another Virginia small business in need of assistance, they may do so by directing those dollars back to the Fund, which will disburse the funding to another Virginia business in need.

City of Norfolk, VA

Hazard Pay Program

The city will spend roughly \$3.8 million on hazard pay for 1,900 employees who have been working in conditions where they are exposed to dangerous circumstances related to the virus or can't properly socially distance while on the job. That includes front-line first responders like police and fire, as well as employees such as trash collectors and wastewater management workers.

Each full-time employee eligible for hazard pay will get a \$2,000 bonus check in August — basically, \$500 for every month they've spent working while the pandemic continues to wrack the nation. Part-timers and those who have joined the city in the last few months will get pro-rated bonuses. The city is also planning on spending about \$375,000 as a "thank you" for just about every other employee. About 1,500 full-time employees will each get \$250 in so-called "thank you pay."

City budget director Greg Patricks said the bonus is meant to be a recognition of city staff who have done their best to keep the gears of city government turning.



We are answering your questions live on the air right now.

Please submit questions through the **Q&A function**,
not the chat option at the bottom of your screen.



As requirements change and laws are passed, we will update you as soon as possible.

Don't forget to wash your hands!

