

April 22, 2020

In an effort to keep you updated during the COVID-19 pandemic, we will be sending you daily updates on the latest developments. Please do not hesitate to reach out to your Sheakley HR team member should you have additional questions or concerns!

What should employers know about COVID-19, the ADA, the Rehabilitation Act, and other EEOC Laws?

The link below provides detailed questions and answers that share what employers can and cannot do with medical issues related to COVID-19 and the ADA. It is a great resource should you have questions about disabilities or medical exams, confidentiality of medical information, reasonable accommodations, and pandemic related harassment.

What You Should Know About COVID-19 and the ADA, the Rehabilitation Act, and Other EEO Laws (https://www.eeoc.gov/eeoc/newsroom/wysk/wysk_ada_rehabilitaion_act_coronavirus.cfm?utm_content=&utm_medium=email&utm_name=&utm_source=govdelivery&utm_term)

Unemployment Update:

As the states begin to open back up and employers begin calling employees back to work, employees will no longer be eligible to collect unemployment insurance. We also have to be mindful of employees who are not returning to work or submitting their notice of resignation during this time. Employees who do not report back to work and resign from their position also become ineligible for unemployment compensation.

State unemployment offices have fraud departments where these reports can be made. If you have employees who do not return to work or resign from their position that have been laid off or furloughed during this time, please let your Sheakley HR team member know. Informing us of this information will prompt us to change the employees termination status in our system so we have the correct reason for termination should the employee file for unemployment in the future.

Unemployment fraud claims can be submitted by visiting the websites below:

- **Ohio:** <http://jfs.ohio.gov/fraud/>
- **Kentucky:** <http://apps.kcc.ky.gov/career/UiFraud.aspx>
- **Indiana:** <https://www.in.gov/dwd/2464.htm>
- **Illinois:** https://www2.illinois.gov/ides/Pages/Reporting_Unemployment_Insurance_Fraud.aspx
- **Tennessee:** <https://www.tn.gov/workforce/unemployment/unemployment-records-redirect/report-ui-fraud.html>

Sheakley HR COVID-19 Resource Page:

In addition to our daily email updates, we are also working diligently to keep our Sheakley HR COVID-19 Resource Page up-to-date. You can visit this page at <https://ww2.sheakley.com/coronavirus-update/>.