



PAYROLL

KEY CHANNEL PARTNER OF THE MONTH



Businesses Are Weathering the impacts of COVID-19

Despite the pandemic significantly altering lives, businesses, and communities around the world, most business surveyed reported

feeling positive now halfway through 2020. Only one in 10 respondents indicated they are experiencing a decline in their business's financial health over the last 12 months. Forty-four percent reported their financials have improved somewhat or significantly in the last year.

The economic and workforce implications of COVID-19, including employee health and workplace culture, continue to be a top concern of businesses at the midpoint of the year. Many continue to flex their operations and look for new sources of funding to manage through the near-term effects. A little more than half of respondents reported receiving government funding related to COVID-19.

Small businesses persevering through COVID-19

In the survey, 87% of small businesses 1.) described their financial health as stable or growing compared to 93% reported by larger businesses 2.) Cash-on-hand was cited as a key concern for these business leaders who had on average less than four months of cash available to run their operations as of June. Financial experts recommend having liquid assets (cash in bank accounts and very liquid investments) equal to three to eight months of operating expenses.

Despite reporting a significant economic impact as a result of the pandemic, fewer small businesses 3.) said they were considering filing for bankruptcy when compared with their larger counterparts. As of June, 89% of small businesses reported they would not consider filing for bankruptcy compared to 79% of larger businesses 4.) Mark West, national vice president of business solutions at Principal, attributes this to the strong mindset of these owners on top of the common relationship between a small business owner's personal and business finances and financial obligations.

Small businesses are responding to the impacts of COVID-19 in different ways. The top three actions they've taken in response to the pandemic include a hiring freeze 5.), alternative ways to cut their budget 6.), and applying for federal assistance 7.) Over

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50% of small businesses were approved for some type of COVID-19 relief funding 8.) While 77% are using the money for payroll, 58% are investing in employee benefits, including health care.

Technology and e-commerce were cited as key to improving their small businesses for the future. Forty-five percent of small businesses expect changes in technological innovation to have a positive effect on their business. 9.) They also anticipate that greater adoption of e-commerce tactics and tech tools will help retain clientele and attract new customers.

To see more survey results, view the full report on principal.com

principal.com

HUMAN RESOURCES

CDC Issues Guidance on Testing Employees for COVID-19

To help employers think through the pros and cons of testing employees for COVID-19, the U.S. Centers for Disease Control and Prevention (CDC) has issued guidance that describes five scenarios in which testing might be effective or appropriate.

In general, employers should be strategic about testing and have a plan for what to do when results are positive, the agency advised in its guidance for testing in non-healthcare workplaces.

Testing is most appropriate in areas where there is moderate to substantial community transmission of COVID-19 and at workplaces where employees are in close contact with each other or the public, the CDC said.

The agency emphasized that its June 3 guidance is subject to change and doesn't override state or local public health provisions or direction from the Equal Employment Opportunity Commission (EEOC).

Michael Oliver Eckard, a shareholder in the Charleston and Atlanta offices of Ogletree Deakins who summarized the CDC document for the National Law Review, said further clarification is likely to come from the CDC as well as the EEOC and the Occupational Safety and Health Administration (OSHA).

"There are still a lot of questions out there for employers who are looking to implement testing," said Eckard, who nevertheless called the latest guidance "a welcome development."

The Five Testing Scenarios

The CDC described five situations in which testing might be appropriate, whether done by a health care professional or the employer.

- Testing employees who show symptoms. If, for example, an employee is found to have a fever during a daily temperature check at work, that employee should immediately be isolated from others, sent home or to a health care facility, and be tested for the coronavirus. Any employee who might have been infected by that person should also be sent home to quarantine pending the test results.
- Testing employees who have been exposed to the virus. If an employee has been exposed to a confirmed COVID-19 case, he or she should be quarantined immediately and tested for the virus.



- Testing should be done several days after exposure because the virus might not be detected immediately, the agency advised. The employee should remain quarantined at least until test results are received.
- Testing all employees each shift or at regular intervals. A mass testing approach might be appropriate in areas where there is high transmission and workers are in close contact with each other, the CDC said. However, "before testing a large proportion of asymptomatic workers without known or suspected exposure, employers are encouraged to have a plan in place for how they will modify operations based on test results and manage a higher risk of false positive results in a low prevalence population."
- Testing once-infected employees before they return to work. Employers can choose to have recovered employees tested before they return to work, the CDC said, but tests may continue to find traces of the virus even after the person has recovered. The agency seemed to prefer a time-based approach to ending quarantine, such as 14 days from exposure, over a testing requirement. "Most people with COVID-19 have mild illness, can recover at home without medical care, and can follow CDC recommendations to determine when to discontinue home isolation and return to work," it said.
- Testing to evaluate protective measures or find transmission hot spots at work. This kind of surveillance program is more often a public health function, and employers should undertake it only "if the results have a reasonable likelihood of benefiting workers."

No Silver Bullet

In the first months of the pandemic, widespread testing for the virus was touted by some, including Amazon Chief Executive Officer Jeff Bezos, as the safest way to get employees back on the job.

"If every person, including people with no symptoms, could be tested regularly, it would make a huge difference in how we are all fighting this virus. Those who test positive could be quarantined and cared for, and everyone who tests negative could re-enter the economy with confidence," Bezos wrote in an April blog post that announced the company was planning to build its own testing labs.

Amazon is reportedly moving forward with a pilot to test warehouse employees. However, discouraged by supply shortages, costs and logistical hurdles, few other employers are leaning in that direction. To read more, log on to shrm.org.

EMPLOYEE BENEFITS

WORKERS' COMP

HOW TO DEAL WITH THE AGE OF ANGER

Americans are angry. Angry about many things. In fact, if you watch TV news or pay attention to social media, you get the feeling that America is a boiling cauldron of anger. People are angry about decades of societal indifference toward systemic racism. Angry about excessive use of force aimed at Black Americans by some policemen. Angry about the coronavirus epidemic. Angry about the personal economic hardships of the pandemic. Angry at employers who are not doing enough to protect workers from the pandemic. Angry at policy makers who are not doing enough to keep people safe or are doing too much. Angry at people who wear masks. Angry at those who don't wear masks. Angry over a sense of loss: loss of loved ones due to death from the coronavirus; loss of personal freedom; loss of a sense of certainty and safety; loss of entertainment; loss of sports; loss of meaning. The list goes on.

ANGER AND YOUR HEALTH

While placing no judgement on the legitimacy of these feelings, a constant state of anger is not good for our wellbeing. Physicians warn us that sustained anger triggers the body's sympathetic nervous system into the "flight or flight" response. It triggers the adrenal glands to dump excessive amounts of epinephrine and cortisol into the blood stream, which in turn prepares the body for immediate action. Over time though this physiological response creates wear and tear on our bodies. It can contribute to or result in conditions that need medical attention. The same process can create psychological distress or exacerbate existing emotional conditions.

There are ways to mitigate anger however even during the unusually stressful conditions we find ourselves in today. Here are three tips to keep in mind to manage your personal anger or to offer to others when they're feeling angry.

INSULATION

Insulation is not complex or exciting, and in fact we rarely are aware of it. But in our homes, insulation helps keep us warm in the winter and cool in the summer – conditions that we do notice. In the human sense, insulation builds physical and psychological resilience. We create personal

insulation when we take basic care of ourselves. That means getting enough restorative sleep – seven to nine hours each day is recommended by those who study such matters. It also means getting enough hydration and nutritious food – a challenge for impoverished Americans and for some occupations. Insulation can also mean getting regular exercise – the great, low cost and accessible stress-reducer. And it means not using alcohol, tobacco, or other mood-altering drugs to cope with angry feelings.

THINK AND DELAY

Confucius is quoted as saying "When anger rises, think of the consequences." The Roman writer Seneca said, "The greatest remedy for anger is delay." Both philosophers were pointing out that when angry we should take time to think and to delay impulsive, emotion-driven actions. Think about what is the real issue? Is this a threat to my direct safety or is it a problem that needs a solution? Is this action a good idea? Would the action my anger is driving me toward be a good idea if all people do it? What are the immediate and long-term consequences of the action?

TAKE POSITIVE ACTION

Anger is not necessarily a bad thing, despite being frequently labeled as a negative emotion. Unlike anxiety or depression which can lessen activity and initiative, anger can provide energy for good. It's a tried and true method. History is full of such examples. The non-violent civil rights movement led by Dr. Martin Luther King in the 1950's and 60's was driven by anger and impatience over decades of legal segregation, discrimination and voter suppression. Today, our air is breathable and our water is drinkable largely as the result of positive actions taken by those Americans who were angered by the needless destruction of the environment and large-scale pollution of the air and water. Anger when intentionally channeled can energize people and create positive and rewarding outcomes both personally and socially. Think about ways to turn your personal anger, or if you are a leader of a work organization- your employees' anger, into positive and productive actions.



The Only Thing That Will Change is Your Bottom Line

Worker's Compensation is a critical business issue. If you haven't thought much about it, chances are it's costing you too much – and if an incident happens, it can cost you a lot more.

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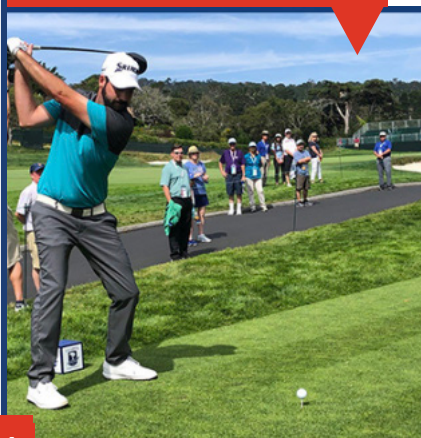


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GOLF CORNER



BRETT DREWITT

Key HR's own, Brett Drewitt just finished the TPC San Antonio Championship at the Oaks in Leon, San Antonio, Texas.

To keep up to date on his progress, follow us on facebook, twitter, or Instagram!

We wish Brett luck at this latest Korn Ferry Golf Tour. GO BRETT!!

UPCOMING TOUR



Thursday Jul 23 - Sunday Jul 26, 2020

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