

INSIDER COVID-19 Communication



May 20, 2020

Below is a link to the recording of our webinar from yesterday and attached are the slides.

[Intrepid COVID-19 Webinar: Updated benefits and return to work guidance](#)

Here is a breakdown of the discussion so you know where to start to listen to specific information:

0:03:42 Old New: FFCRA, CARES Act, PPP loans, benefits guidance, extensions and relief
0:10:12 New optional 125 Cafeteria Plan changes
0:13:47 Section 125 midyear health plan election changes
0:19:27 FSA & DCAP midyear election changes
0:21:18 Special midyear election change guidance
0:24:22 Special extended use of grace period funds through 2020
0:26:37 New Cafeteria Plan guidance: optional changes, amendments needed, FSA OTC medications
0:29:54 Increased maximum amount for health FSA carryover from \$500 to \$550
0:30:45 HDHP and telemedicine coverage retroactive to January 1, 2020
0:32:43 Individual Coverage HRA clarification
0:33:31 COBRA Model Notice update
0:35:25 COBRA outbreak period extension
0:37:36 Assessing return to work risks
0:41:36 Critical CDC & OSHA guidelines for employers
0:47:18 How to assess leave or accommodation requests in return to work
0:51:15 EEOC updates ADA guidance
0:57:16 ADA request for reasonable accommodation due to high risk medical conditions
1:02:00 DOL updates on FFCRA guidance

Below are links to the information Maynard Cooper recommends for staying up to date:

Most recent CDC recommendations for employers and businesses:

<https://www.cdc.gov/coronavirus/2019-ncov/community/organizations/businesses-employers.html>

OSHA's guidance for employers:

<https://www.osha.gov/Publications/OSHA3990.pdf>

CDC Recommended steps regarding staying at home and self isolation:

<https://www.cdc.gov/coronavirus/2019-ncov/if-you-are-sick/steps-when-sick.html>

CDC guidelines for ending self isolation for employees with COVID-19

<https://www.cdc.gov/coronavirus/2019-ncov/hcp/disposition-in-home-patients.html>

Our next webinar is Tuesday, June 2nd at 9:00 am MST. In the meantime, let us know if you have any specific questions that we can answer for you. Be Healthy! Body and mind.