

NAIOP

COMMERCIAL REAL ESTATE
DEVELOPMENT ASSOCIATION

NORTHERN NEVADA CHAPTER

COVID-19 Update March 2020

Construction Industry Protocols

As a supplement to the Governor's COVID-19 Risk Mitigation Initiative, OSHA has provided further guidance to the Mining, Construction, and Manufacturing Industries. Specific to Construction, their recommendations are:

- Restrict meetings, safety meetings/tailgate talks, and gatherings to no more than 10 people.
- Establish effective social distancing protocols, which ensure that staff maintain a 6 foot personal separation from other staff during meetings, discussions, etc. where 10 people or less are present.
- Ensure that social distancing protocols are maintained during operation of mobile service equipment designed for 2 or more passengers including, but not limited to, man lifts, scissors lifts, etc.
- Provide sanitation and cleaning supplies for addressing common surfaces in multiple user mobile equipment and multiple user tooling.
- Maintain 6 foot separation protocols for labor transportation services, such as buses, vans, etc. Conduct daily surveys of changes to staff/labor health conditions.
- Ensure that any identified first responders in the labor force are provided and use the needed Personal Protective Equipment (PPE) and equipment for protection from communicable or infectious disease.
- Provide access to potable and sanitary water.

Read the full document here:

[OSHA Guidance on Mining, Construction, and Manufacturing](#)

And please continue to use these websites for up-to-date information:

[Nevada Health Response](#)

[City of Reno](#)

[City of Sparks](#)

[Washoe County Health District](#)

Federal "Families First Coronavirus Response Act"

Last night, President Trump signed H.R. 6201 into law. The "Families First Coronavirus Response Act" provides provisions to address Paid Sick Leave, Paid Family and Medical Leave, and Unemployment Insurance for workers displaced by the ongoing outbreak, as well as provisions to provide diagnostic testing for coronavirus and enhancements to assistance programs for at risk populations. The U.S. Chamber of Commerce has drafted a comprehensive summary of the legislation [HERE](#). And the House Ways and Means Committee has charted the employer paid leave requirements and the tax credit provisions below.

H.R. 6201 Families First Coronavirus Response Act (includes technical changes as passed by House 03/16/2020)
Overview Employer Paid Leave Requirements and Tax Credit Provisions

	Covered Employers	Duration of Leave	Qualifying Reasons for Leave	Required Wage Replacement	Applicability of: Division G – Tax Credits for Paid Sick and Paid Family and Medical Leave
Division E – Emergency Paid Sick Leave Effective 15 days after enactment. Expires 12/31/2020	<u>Private sector employers with fewer than 500 employees.</u> Public sector employers with 1 or more employees. Good cause exemption for employers with fewer than 50 employees. Applies to reason #5 only. (DOL Rule)	<u>Employer must provide 2 weeks</u> of paid sick leave for full-time covered employees. Special rule for part-time employees.	1. Employee is subject to a Federal, state or local quarantine related to COVID-19. 2. Employee has been advised by a health care provider to self-quarantine. 3. Employee is experiencing symptoms of COVID-19 and seeking a medical diagnosis. 4. Employee is caring for an individual who is subject to quarantine pursuant to 1 and 2. 5. To care for a child or children whose school or care provider is unavailable due to COVID-19. 6. Employee is experiencing a similar condition as specified by HHS, DOL or Treasury.	<u>Reasons #1-3:</u> Employee's regular rate of pay. Capped at \$511/day and \$5,110 total. <u>Reasons #4-6:</u> 2/3 of employee's regular rate of pay. Capped at \$200/day and \$2,000 total. Special rule for part-time employees.	Private sector employers with fewer than 500 employees may obtain a credit for wage replacement: <u>Employers receive 100% payroll tax credit (refundable as needed)</u> for required paid sick leave wages plus certain health care expenses of the employer. Special rule for self-employed.
Division C – Emergency Family and Medical Leave Effective 15 days after enactment. Expires 12/31/2020	<u>Private sector employers with fewer than 500 employees.</u> Good cause exemption for employers with fewer than 50 employees. (DOL rule)	<u>Employer must provide 10 weeks</u> of paid family and medical leave for employees (employed for at least 30 days). Special rule for part-time employees.	Employee is unable to work (or telework) due to a need for leave to care for a son or daughter under 18 years of age if the school or place of care has been closed, or the child care provider is unavailable, due to a public health emergency.	<u>Not less than 2/3 of regular rate of pay</u> based on # of hours scheduled to work. Capped at \$200/day and \$10,000 total. Special rule for part-time employees.	Private sector employers with fewer than 500 employees may obtain a credit for wage replacement: <u>Employers receive 100% payroll tax credit (refundable as needed)</u> for required paid family and medical leave wages plus certain health care expenses of the employer. Special rule for self-employed.

Prepared by Ways and Means Republicans

Evictions and Lock-outs

The Reno Justice Court has issued an Amended Administrative Order [HERE](#). Pursuant to Section 14 on Page 3 of this Order, evictions will be stayed for at least the next 30 days in Reno's courts.

Special Enrollment Period on Nevada Health Link

The Silver State Health Insurance Exchange has announced a limited-time Exceptional Circumstance Special Enrollment Period (SEP) for uninsured Nevadans to gain access to health insurance coverage through the Exchange. This SEP runs until April 15, 2020. Click [HERE](#) for enrollment details.

**If you have any questions, please contact us
and we will work to get you answers!**

Tray Abney at 775.443.5561 or tray@abneytauchen.com
Lea Tauchen at 775.721.3541 or lea@abneytauchen.com