

COVID-19 BUSINESS RESOURCES

Check out www.OCVisitor.com – click MEMBERS Tab

RESTAURANTS -- National Restaurant Association <https://restaurant.org/covid19>

CARES Act Summary https://restaurant.org/Covid19_CARES-Act

RE-opening Guidelines - <https://restaurant.org/Articles/News/Association-issues-reopening-guidance>

LODGING - American Hotel & Lodging Association

Stay Safe **Re-opening Guidelines** - <https://www.ahla.com/sites/default/files/SafeStayReport.pdf>

Guidelines Prepared by Cozen O'Connor for the AHLA

https://www.oregonla.org/uploads/9/7/9/8/97983354/reopening_guidelines_for_ahla_members.pdf

After Pandemic: Planning Now for Return to Occupancy Q & A --- great info!

https://www.ahla.com/sites/default/files/ahla_-_webinar_follow_up_questions_and_answers_indexed_0.pdf

Worcester County Health Department Guidelines Returning to Work

[https://ocvisitor.com/media/files/newsletters/Health%20Dept%20Guidelines%20for%20Reporting%20to%20Work%20\(FINAL%20REVISED\)03252020%20\(1\).pdf](https://ocvisitor.com/media/files/newsletters/Health%20Dept%20Guidelines%20for%20Reporting%20to%20Work%20(FINAL%20REVISED)03252020%20(1).pdf)

CDC Guidelines for Cleaning & Safely Reopening

https://www.cdc.gov/coronavirus/2019-ncov/community/reopen-guidance.html?deliveryName=USCDC_10_4-DM27264

Small Business Administration -

Guidance on Economic Injury Disaster Loans & Paycheck Protection Program

<https://www.sba.gov/page/coronavirus-covid-19-small-business-guidance-loan-resources>

Maryland Small Business Development Center Eastern Shore Region

<http://www.mdsbdc.umd.edu/locations/eastern-region>

Worcester County Economic Development Resource Page

<http://chooseworcester.org/covid-resources>

FAQ – Unemployment Insurance -

<https://www.dllr.state.md.us/employment/uicovidfaqs.shtml>

When we reopen, if an employee chooses not to return to work for fear of virus am I required to hold a position for them which I will need to fill immediately?

Here's a reverse question I found concerning someone who didn't want to come to work because of a reasonable risk of COVID I found here:

3. If I decide to leave my employment due to a reasonable risk of exposure or infection of COVID-19 or to care for a family member due to COVID-19, am I eligible for benefits?

If you are not exhibiting any symptoms of coronavirus, COVID-19, and you decide to leave your employment, the Division of Unemployment Insurance recommends that you file a claim for unemployment insurance. You may be determined to be eligible for benefits if the circumstances of your job separation are allowable under Maryland's provisions for good cause and/or just circumstances for voluntarily leaving work, Section 8-1001 of Maryland Unemployment Insurance Law.

With that being said, some employees may not return (for reasonable or unreasonable reasons). In either case, the keyword is "leave," which in this case is voluntarily. In this case, you can fill that position.

How does the employer get you the information about the employee who is refusing to return to work?

[To Report an Employee's Recall to Work or Job Refusal](#)

If an employee refuses a recall to work or an individual refuses an offer of work, you must notify the Division of Unemployment Insurance (DUI) within 15 days after the refusal in order for DUI to consider whether the refusal will affect the individual's benefits. This notification may be sent via email to DLUI-DLIR@maryland.gov. Please include all of the following: date of offer, date of refusal, name and SSN of the individual, your company name and Maryland Unemployment Insurance employer account number.

Restaurant is opening more locations for Curbside Carryout. If we recall workers for part time work- can they get partial unemployment and will they continue to be eligible for the additional \$600.00 per week benefit?

If employees are working all the hours available for them and their gross pay is still less than their weekly benefit amount plus any dependent's allowance (\$430 max benefit amount), employees may be eligible for partial benefits. Employees would need to report their earnings for that week. Any amount they make over \$50 would be deducted from their benefit amount.

DOL Guidance

https://www.journalofaccountancy.com/news/2020/may/sba-ppp-guidance-on-laid-off-employees-refuse-to-be-rehired.html?fbclid=IwAR03tGGeTvgH0ZrmrQfEu-wcWAq1NwNT0dZ-1Q6MwL5EKjkARyJ_gD3yO90

Here is a clear explanation of the Act which indicates how employees qualify to be paid for leave and that you will be reimbursed dollar for dollar for those payments under this Act.

I want to point out that an employee not coming to work because they are fearful of getting the virus is not a qualifying reason under this act and you will not be

required to pay them.

<https://www.dol.gov/agencies/whd/pandemic/ffcra-employer-paid-leave>

Maryland Business Express

Employer and Worker Assistance, Financial Assistance & Taxes, Business Closure Info

Withholding and admission & amusement taxes for March/April/May can be paid by June 1st.

<https://govstatus.egov.com/md-coronavirus-business>

Additionally, if you can't find an answer, feel free to reach out by sending a message to

Secretary.Commerce@maryland.gov.