



March 26, 2020

COVID-19 information for agricultural employers

These are resources that provide guidance for agricultural employers to help limit farm employees exposure to COVID-19

Rutgers On-Farm Food Safety COVID-19 Information for Growers, Food Workers & the Agriculture Industry <https://onfarmfoodsafety.rutgers.edu/covid-19-information/>

CDC website with printable postings to inform workers in multiple languages: <https://www.cdc.gov/coronavirus/2019-ncov/communication/factsheets.html>

Safety precautions for Fruit and Vegetable Growers Related to Coronavirus & COVID-19 from University of Vermont Ag extension Engineering program: <http://blog.uvm.edu/cwcallah/files/2020/03/Considerations-for-Fruit-and-Vegetable-Growers-Related-to-Coronavirus-COVID-19-v2F.pdf>

The Farm Employers Labor Service (FELS) guidance document for agricultural worker protection during COVID-19 outbreak: <https://www.co.monterey.ca.us/home/showdocument?id=88063>

Cornell Cooperative Extension Agricultural Workforce Development, Novel Coronavirus Prevention & Control for Farms: <https://agworkforce.cals.cornell.edu/2020/03/12/novel-coronavirus-prevention-control-for-farms/>

The resource below provides information to the "Families First Coronavirus Response Act" which provides additional benefits under the Family Medical Leave Act

Workers across the country can qualify for 12 weeks of family leave and an additional two weeks of paid sick leave during the new coronavirus pandemic as a result of a law signed on March 18. The "Families First Coronavirus Response Act" takes effect April 2 and requires employers with fewer than 500 workers to offer new and expanded benefits. *All employees* of covered employers are eligible for two weeks of paid sick time for specified reasons related to COVID-19. *Employees employed for at least 30 days* are eligible for up to an additional 10 weeks of paid family leave to care for a child under certain circumstances related to COVID-19. The provisions run through Dec. 31, 2020. Employers can take tax credits against the

social security tax to cover the benefits provided. If costs exceed SS then the government will send employer a check. Employers should review the documents below for explanation of the law.

CliftonLarsonAllen that provides the best summary of the new law

<https://blogs.claconnect.com/agribusiness/families-first-coronavirus-response-act/>

IRS guidance can be found here:

<https://www.irs.gov/newsroom/treasury-irs-and-labor-announce-plan-to-implement-coronavirus-related-paid-leave-for-workers-and-tax-credits-for-small-and-midsize-businesses-to-swiftly-recover-the-cost-of-providing-coronavirus>

DOL resources regarding leave requirements can be found here:

<https://www.dol.gov/agencies/whd/pandemic>

New Jersey Department of Labor information on COVID-19

Information provided by New Jersey Department of Labor on their website devoted to COVID-19 that has questions and answers for paid sick leave and unemployment insurance.

<https://www.nj.gov/labor/worker-protections/earnedsick/covid.shtml>

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