

# Owner to Owner Podcast Notes



## Practical Workplace Advice During the Coronavirus Pandemic Episode #61

### Summary:

Felicia Harris, Founder, and CEO of EverythingHR and EverythingHR Financial Services take the time during this episode to address the current coronavirus pandemic and how it is affecting businesses and employees.

### Show Notes:

- Felicia Harris will be postponing previously planned episodes to offer weekly episodes to keep you up-to-date on best HR practices during COVID-19.
- What is your responsibility as an employer during the coronavirus crisis?
- Safety is the ultimate concern.
- Don't expect doctor's notes from people taking time off from work.
- You must be the voice of calm and togetherness as an employer.
- Prepare your business for each of the economic cycles.
- Make a plan that includes the next month, three months, six months, and a year.
- Each state is different for how they are dealing with unemployment.
- You can't prohibit employees from filing for unemployment.
- Employees that will be laid off need to be notified.
- What is the State of Michigan Work-Share program?
- Start tracking your losses.
- What are SBA loans?
- Independent contractors typically aren't able to apply for unemployment.
- Change is inevitable, but it doesn't have to be scary. Embrace change.

### 3 Key Points:

1. If your employee feels that they need to stay home and self-contain from COVID-19, let them do that.
2. There is always recovery after a recession, and you go back into peak financial performance.
3. Develop a strategic plan for your business over the next month, three months, six months, and one year, going from the worst-case scenarios to the best-case scenarios. Include: financial obligations, contact your vendors and creditors for cash flow,

### Tweetable Quotes:

- "The safety of our employees and the safety of our customers are number one. That is our number one responsibility." – Felicia Harris
- "If that employee feels that either that they have symptoms or they have been exposed, you don't want to expose that to your other employees and neither do you want to expose your customer base." – Felicia Harris

- “How you respond during times of crisis will make or break your business. You must take a look at your business and yourself and recognize, as long as you have life and your health, you can recover from anything.” – Felicia Harris

## **Resources Mentioned**

### **Podcast**

<http://elshaddaiconsulting.net/everythinghr-owner-to-owner-podcast.html>

### **Twitter**

<https://twitter.com/everythinghr1>

### **LinkedIn**

<https://www.linkedin.com/company/everythinghr1/>

### **Connect with Felicia Harris**

<https://www.linkedin.com/in/felicia-g-harris/>