Coronavirus Disease Overview
Dr. Jorge Parada MD, MPH, FACP, FIDSA
Loyola University Medical System Infection Control Program

www.pestcontrolcoronavirus.com
Clean your hands often
Cover coughs and sneezes
Avoid close contact
Wear a facemask if you are sick
Stay home if you’re sick
Clean and disinfect
Patients with COVID-19 have experienced mild to severe respiratory illness.

For more information: www.cdc.gov/COVID19-symptoms
COVID-19

- It’s important to remember that most cases of COVID-19 are mild
  - 80% of cases are mild to moderate and do not require hospitalization
  - Roughly 20% of cases are severe enough to require medical attention or hospitalization
  - Of that 20%, only 5% of cases may become critically ill and require admission to ICU
Public Policy Progress

Ashley Amidon  
VP, Public Policy, NPMA

Jake Plevelich  
Director, Public Policy, NPMA

www.pestcontrolcoronavirus.com
Public Policy

Essential Services: Federal, State & Local
Bills in Play: HR 6201, The CARES Act, House stimulus Bill
Canada & COVID-19
NPMA CEO Dominque Stumpf wrote a letter asking:
As you consider next steps regarding emergency response and potential restrictions on business operations, we respectfully request that the pest control industry be recognized as an essential industry, providing a service that is indispensable in the effort to protect public health and our nation’s food supply.
NPMA has reached out with this request to:
US Dept of Agriculture
Department of Homeland Security
House & Senate Leadership (McConnell, Schumer, Pelosi, McCarthy)
President Trump

Outcomes: The Department of Homeland Security has included “exterminators” on their list of essential industries at the federal level.
NPMA has reached out with this request to:
• All 50 State Governors
• Mayors of the 100 Largest Cities in the United States
• State Regulators: AAPCO & ASPCRO
• Conference of Mayors, NASDA, Other groups, etc.
• NPMA has launched 13+ Grassroots Campaigns for State Associations
• Member Outreach Has Included Countless Local, State, and Federal Officials
COVID-19: Essential Services (State & Local Outcomes)

• Many cities and counties are deeming pest control as essential
  • CA
  • Miami-Dade County
  • Oak Park IL
  • PA life-sustaining businesses only (covered)
  • Other states: we are told that we will be listed, but orders are not yet public
• NPMA’s efforts and letter are endorsed by AAPCO and ASPCRO (State Regulators)
• 5,484 Grassroots messages sent by 13 state associations as of 10 PM (EST) 3-19
• NPMA’s has a tracking document on the website; let us know of any updates!
There is bipartisan and bicameral interest in moving bills as quickly as possibly to reassure markets and citizens.

**ALREADY PASSED: HR 6201: Families First Coronavirus Response Act:** of interest is the FMLA/Paid Leave changes

- HR 6201 passed Saturday, was amended Monday
- Senate passed Wednesday.
- Trump signed into law Wednesday

The **CARES Act (Senate Republicans)**

**House Democratic Package**
Who does this Bill apply to? If an employee has worked at least 30 calendar days with your company, then they are eligible for FMLA. Sick Leave is available immediately. (This is a change as under FMLA the employee would normally have to be employed for 12 months.) These programs are for companies with 500 employees or less, except for several possible exceptions noted for businesses either under 50 or under 25 employees.

Are these changes permanent? These changes apply only to coronavirus related absences, not for any other reason and will only hold through 12/31/20, so this is not a permanent change to FMLA.
**How do I pay for this?** Employers can take 100% of the amounts paid to employees as a refundable tax credit against the employer portion of Social Security taxes. Should the Senate CARES Act pass, then additional SBA loans would also be available for short term funding.

**When does it take effect?** April 2, 2020
Changes to FMLA in the Bill for 2020: Under current law, employers are required to give up to 12 weeks of job-protected medical leave (meaning an employee cannot be fired), but they are not required to provide any pay during that time.

HR 6201 would provide paid leave for if they are caring for a child or another dependent because of a school or care facility closing.
Paid Sick Leave Changes for 2020: Employers with 500 employees or less will be required to provide additional sick leave. Full time employees will be given 80 hours of paid sick leave and part time employees are given paid sick leave equivalent to the hours they work on average over a 2 week period. This paid sick time must be used in relation to coronavirus infection (for example: doctor’s visits, voluntary or mandated self-isolation, etc).

Paid sick leave available to employees will be limited to $511/day or $5111 in the aggregate if the employee is home due to his/her own isolation/quarantine and limited to $200/day or $2000 in the aggregate if the employee is home caring for a family member with the virus or due to a child’s school closure.
Possible exceptions to provisions:

• The bill grants the Department of Labor the ability to provide an exemption for businesses with 50 or less employees who find allowing employees off work to care for a sick child or dependent would jeopardize the business.

• An exemption can be granted for businesses with 50 or less employees who in complying with all the FMLA changes would find their business jeopardized.

• An exemption can be granted for businesses with less than 25 employees if the employee’s job no longer exists when returning from leave due to the coronavirus pandemic, which requires employers to make reasonable efforts to restore the employee to an equivalent position over a one-year period.

These exemptions are in the law, but there is no explanation of how to show that it would jeopardize your business. It is expected that the Department of Labor will clarify this through the regulatory process.
Checks mailed to individuals: All calculations would be based on the 2018 tax filings. A $1,200 tax rebate ($2,400 for married couples) would be sent to people who earned $75,000, with a gradual decrease in the check as income rises, with those earning above $99,000 getting nothing. Lower-income people would receive less as taxpayers with little or no income tax liability, but at least $2,500 of qualifying income would be eligible for a minimum rebate check of $600 ($1,200 married). There is also a $500 per child credit.
Small Business Loans: The Bill would provide additional opportunities for small businesses (defined as 500 employees or under) up to $10 million to cover payroll support, including paid sick, medical, or family leave, and costs related to the continuation of group health care benefits during those periods of leave, employee salaries, mortgage payments, rent, utilities and any other debt obligations that were incurred before the covered period.

Eligibility for a loan will only be based on whether the borrower was in operation on March 1, 2020 and had employees for whom the borrower paid salaries and payroll taxes. Fees related to the loans will be “removed or reduced to the extent possible” and prepayment penalties removed.
Taxes:

- Filing deadline extended to July 15th.
- Corporations and individuals can postpone estimated tax payments until October 15, 2020.
- Employers and self-employed individuals can defer payment of the employer share of the Social Security tax. The deferred employment tax can be paid over 2 years, with half due by December 31, 2021 and the other half by December 31, 2022.
- Net operating losses from 18/19/20 can be carried back 5 years, and would temporarily remove the taxable income limitation to allow an NOL to fully offset income. This would also modify the loss limitation applicable to pass-through businesses and sole proprietors, so they can benefit from the NOL carryback rule.
- Temporarily increases the amount of interest expense businesses are allowed to deduct on their tax returns, by increasing from 30% limitation to 50% of the taxable income for 2019 and 2020.
Paid Leave: This bill would amend HR 2601 by changing the amount an employer would be required to pay under FMLA leave (leave granted if an employee is not able to work due to a child being home due to closures of school/daycare from COVID-19). Under HR 2601 the cap is $2000, under The CARES Act the cap is $10,000.
The Senate will now negotiate within itself to get the 60 votes needed. The Senate is expected to stay in session until it passes this bill. They will then pass over to the House who would need to come back into session.
A Democratic House Bill is expected to be introduced soon as well, which means that there could be competing stimulus bills which could lead to delays in passing anything.

Issues raised on the caucus call yesterday for possible inclusion were: a boost in infrastructure spending, an expansion of Social Security, funding for states to set up an all-mail voting system in the event the pandemic extends into November’s elections, a broader expansion of unemployment benefits, new funding for job training, death benefits to families of TSA officers who die from the coronavirus, financial incentives for companies to pursue “risky and unprofitable research” aimed at finding a coronavirus vaccine, additional unemployment insurance payments, expanded Medicaid coverage, an airline rescue package, relief for homeowners and renters, support for small businesses, and additional food security measures and 100 percent broadband coverage.
Congress & COVID-19: What Next?

All of this is listed so it is clear how far apart the Senate GOP and the House Dems are. This will be a difficult fight to get anything passed, and the President has said he wants something early next week.

Keep in mind we have 2 members of Congress who have just tested positive for COVID-19 and the number is expected to grow. Close to 20 are in self-quarantine. Online voting is not available. Airlines are cutting down flights. Voting will be difficult.
Need Help Now for Your Small Business?

Visit the Small Business Administration at https://www.sba.gov/

They have information on loan programs for small businesses and a number of resources.
$27 billion allocated in support for vulnerable workers and small businesses:

- Small businesses can qualify for a 10% of salaries wage subsidy paid to employees for a period of 3 months (up to a maximum of $1,375 per EE or $25,000 per ER)
- EI benefits up to 15 week of $900 biweekly for employees impacted by COVID-19

Need more information? The Department of Finance Website has more resources:
The next week to two weeks will be difficult for Congress. With competing bills and states and localities starting to shut down, there will be immense pressure to pass something, and yet very partisan reasons to advance their own priorities.

NPMA will be there every step of the way letting you know what’s happening in DC and the states.

Policy questions? Email Ashley Amidon VP of Public Policy at aaamidon@pestworld.org
Human Resource Impacts
Greg Canning, SPHR
Operations Manager, Economy Exterminators, Apex, NC

www.pestcontrolcoronavirus.com
COVID-19 from the HR/Business Perspective

Greg Canning, SPHR

03.20.2020
Key Points

▪ Current Requirements During the Pandemic
▪ Updates to Existing Employment/Labor Laws:
  ▪ Emergency Family & Medical Leave Expansion Act (EFMLEA)
  ▪ Emergency Paid Sick Leave Act (EPSLA)
▪ HR/Business Strategies for these Updates
Current Requirements During the Pandemic
Current Law

- Current employment/labor law is not equipped to handle something of the magnitude of a pandemic;
- H.R. 6201 tries to cast the net wide enough to handle it on the employment side (FMLA & Paid Leave);
- Businesses are operating as best can be expected:
  - Staggered schedules;
  - Remote work (if available);
  - Abide by CDC recommendations/requirements to ensure health & safety of employees and clients
- OSHA has guidelines to help businesses:
  [https://www.osha.gov/Publications/OSHA3990.pdf](https://www.osha.gov/Publications/OSHA3990.pdf)
Family & Medical Leave Act (FMLA)

EXISTING PROVISIONS

- Unpaid leave for up to 12 weeks (12 months of prior employment)
- Employers have latitude in how to implement/enforce it so it is not abused (e.g., use of PTO or sick leave before taking FMLA)
- Guarantees position to return to
- Only vertical relations on family tree (spouse, child, parent; no in-laws, no siblings)

EMPLOYERS COVERED

[Image of tally marks with a total of 50]
Updates to Existing Employment/Labor Laws

“Families First Coronavirus Response Act” (FFCRA)

04/02/2020-12/31/2020
Which employers are affected?

- **Mid-sized businesses:**
  - Greater than 50 employees, but less than 500 employees
  - Small businesses (50 or less employees) should apply for exemption from these updates due to financial burdens
  - Businesses with 25 or less employees may also be exempted from returning an employee to his/her regular position if it would be an undue burden to the business
Emergency Family & Medical Leave Expansion Act (EFMLEA)

EXPANSIONS UNDER FFCRA

- Eligibility: employees with the company at least 30 days
- First 2 weeks unpaid (employee has option to use existing paid leave options; but employers cannot make them use it)
- Remaining 10 weeks are to be paid at two-thirds the employee’s regular rate of pay, and is capped at $200/day per employee ($10,000 in total per employee)
- ONLY IN THE CASE of care for child under 18 years of age if school/other childcare provider closed due to COVID-19
EMPLOYEE (FULL-TIME)

Available immediately: two weeks (10 working days) of paid sick leave at the employee’s “regular rate” (40 hours/week) but not more than $511/day for:

1. Employee subject to quarantine/isolation order related to COVID-19
2. Employee advised by health care provider to self-quarantine due to concerns related to COVID-19
3. Employee is experiencing symptoms of COVID-19 and seeking medical diagnosis

CARE FOR ANOTHER PERSON

Available immediately: two weeks (10 working days) of paid sick leave at two-thirds the regular rate for the employee (capped at $200/day per employee) for:

1. The employee is caring for someone subject to quarantine (as in #1 above)
2. The employee is caring for his/her son or daughter if facility like school is closed due to COVID-19 precautions
3. Employee is experiencing any other substantially similar condition specified by HHS
Other Points

- Part-time employees entitled to pay for "number of hours equal to the number of hours that such employee works, on average, over a 2-week period".
- Sick Leave does not carry over to next year (expires on 12/31/2020).
- Employers are not required to pay unused time on separation.
HR/Business Strategies for these Updates
HR Strategies

- FMLA Expansion goes into effect **15 calendar days** after enactment (Thursday April 2); required postings from DOL due in **7 calendar days** (March 25)

- HR should be reviewing the company’s existing FMLA policy now; companies under 50 employees should assume they will not be exempt

- Paid Sick Leave goes into effect (Thursday April 2);

- HR should have already identified employees who may be called out to care for a child due to school/care closures.
HR Controls

Control the conversation with employees so there is no miscommunication between managers and employees.

Sick Leave; requirement of documentation of positive test of COVID-19 from health care provider for activation; retroactive use of other paid time?

Be consistent in application of rules!!!!
Tax credits to the company will be available at 100% for paid leave (either FMLA or Sick Leave) according to FFCRA

What will be accepted as appropriate documentation?

Will there be a new special FLMA form created for the situation that will have to be completed?

Will it be required to receive tax credit that a healthcare provider completes a form?
▪ Work out the worst-case scenario:
  ▪ All employees take two weeks paid sick leave + all potentially affected employees take 10 weeks of FMLA paid leave at the same time
  ▪ Medical premiums still have to be paid during both periods for those employees
  ▪ And take into consideration that there would be no revenue coming in during this time period (hence, no “working capital”)
  ▪ Look into small business loans to relieve immediate needs arising from the new financial burdens of these leave policies
Continue your recruitment efforts to bring in new employees because work will still have to be done during the time the employee is on either leave:

- Look toward the restaurant and hospitality industries for potential employees
- Have protocols in place for the interview process to protect your current employees as much as possible during ride-alongs (job simulations)
Stay engaged with your elected officials on the state and local level, and lobby them to have pest control recognized as an essential service.

Get in touch with your business partners:
- Payroll vendor to ensure they have something set-up for this;
- Accountant to check on the proper documentation;
- Business attorney to help protect the business interests.
NPMA’s Coronavirus website:
https://www.pestcontrolcoronavirus.com/

Recruitment & Retention Committee will be working on some guidelines to help PMPs; stay tuned to http://workforce.npmapestworld.org/


OSHA: https://www.osha.gov/Publications/OSHA3990.pdf

SBA: https://www.sba.gov/funding-programs/loans
Communication Overview

Cindy Mannes
VP, Public Affairs, NPMA and Executive Director PPMA

www.pestcontrolcoronavirus.com
NPMA COVID-19 Updates & Resources

The Coronavirus (COVID-19) is a rapidly evolving pandemic with many implications on our lives, businesses, employees and families. NPMA recognizes the need for our members to have accurate information as it relates to COVID-19. We will be updating this website regularly, so save to your favorites for easy access. We will make every attempt to provide CDC recommended actions and updates as this continues to unfold.

NPMA COVID-19 Webinars

NPMA Special Alerts
LATEST NEWS

Breaking News
Congressional leaders work on third coronavirus relief bill with major economic stimulus
*The Washington Post (3/16/2020)*

NPMA Special Alerts
- **Essential Efforts Are Making an Important Effort**
  *(3/19/2020 4:30pm ET)*
- **NPMA Special Alert: Congress Passes Coronavirus Bill**
  *(3/18/2020 4:45pm ET)*
- **NPMA Update: Congress & Coronavirus**
  *(3/18/2020 12:00pm ET)*
- **NPMA Special Alert: Coronavirus Webinar**
  *(3/18/2020 7:30am ET)*
- **NPMA Special Alert: Communication Guidelines**
  *(3/17/2020 1:00pm ET)*
- **NPMA Special Alert: Coronavirus & Essential Services**
  *(3/17/2020 8:30am ET)*
- **NPMA Special Alert: Congress & the Coronavirus**
  *(3/16/2020 2:00pm ET)*
Centers for Disease Control (CDC) Information

NPMA recognizes the need for our members to have accurate information as it relates to the Coronavirus. The most accurate and up-to-date information will come from the Coronavirus page on the Centers for Disease Control Website, not social media, conventional news outlets or politicians. We’ve collected information from the CDC website and have included below. We will continue to update this page as the situation unfolds.

**QUICK LINKS:**
PREVENTION
PREPARING WORKPLACE SAFEGUARDS
FREQUENTLY ASKED QUESTIONS

**Prevention**
The best way to prevent illness is to avoid being exposed to this virus. However, as a reminder, CDC always recommends everyday preventive actions to help prevent the spread of respiratory diseases, including:

- Avoid close contact with people who are sick.
- Avoid touching your eyes, nose, and mouth.
- Stay home when you are sick.
- Cover your cough or sneeze with a tissue, then throw the tissue in the trash.
- Clean and disinfect frequently touched objects and surfaces using a regular household cleaning spray or wipe.
- Follow CDC’s recommendations for using a facemask.
  - CDC does not recommend that people who are well wear a facemask to protect themselves from respiratory diseases, including COVID-19.
  - Facemasks should be used by people who show symptoms of COVID-19 to help prevent the spread of the disease to others. The use of facemasks is also crucial for health workers and people who are taking care of someone in close settings (at home or in a health care facility)
- Wash your hands often with soap and water for at least 20 seconds, especially after going to the bathroom; before eating; and after blowing your nose, coughing, or sneezing.
Shelter in Place

As governments work to reduce the spread of Corona Virus there has been a patchwork of shelter in place requirements. A shelter in place requirement means that only “essential businesses” may continue to operate through the duration of these orders. NPMA is working hard to ensure that pest control (extermination services) are deemed “essential”. These orders can be imposed by the federal, state or local governments.

We Need Your Help

State/Local: If you have a relationship with Lawmakers, Mayors, or your Governor, please customize and share this letter with them immediately.

Help Us Advocate for a Federal Essential Classification: Click here to quickly send a note to your lawmaker.

Tracking Shelter in Place Orders/Efforts

NPMA is doing its best to track the shelter in place orders. Click here to view a document that shows which localities have imposed a shelter in place order and also, which states, localities and agencies we have reached out to. If there are updates to this document that you are aware of, please contact aarchitect@pestworld.org.

Federal Government: There is not a federal shelter in place order. To advocate for an essential classification, NPMA has taken efforts, that include:

- Letter to the President
- Letter to Senate and House Leadership
- Chamber of Commerce Letter
- Requests to Department of Homeland Security and USDA to list pest control as an essential infrastructure industry.
- Letter to Regulators – We have been notified by the Association of American Pesticide Control Officials (AAPCO) that they are supportive of our efforts and their board of directors has endorsed it on their website. The Association of Structural Pesticide Control Officials (ASPCRO) has shared the NPMA letter with their membership. This effort has generated exceedingly positive feedback from regulators who agree that pest control is an essential industry.
- Letter to Government Agencies – NPMA has contacted EPA, Health and Human Services, Housing and Urban Development, and the Centers for Disease Control.
Government Resources: Federal Level

NPMA continues to monitor the situation in DC and provide updates on any legislation that could affect our industry. If you have any questions on DC activity, please contact Ashley Amidon, NPMA's VP of Public Policy.

The House: Over the weekend the House passed HR 6201, which deals primarily with sick leave for those affected by coronavirus. A technical corrections bill was passed on 3/15 unanimously and the House has now recessed. The recess is planned for this week only but there are rumors the House may stay in recess until the Senate stimulus package (which is not yet written) is passed and they are required to come to DC to vote on it. House members have to be given 24 hours notice when reconvening.

The Senate: On March 18, the Senate passed HR 6201 the "Families First Coronavirus Response Act" and it will head to the President's desk, where he is expected to sign the bill into law shortly.

The Senate will now focus on crafting a stimulus package supporting industries hit hardest including travel, hotels and airlines as well as providing small businesses with assistance. NPMA will provide a more specific breakdown of the law on our webinar Friday. The effective date is 15 days from the day of signature by the President, so make sure to register to attend.

Stimulus Package: There are very few hard facts about what this package might look like, and what little seems certain today can change at the drop of a hat.

- What we know for sure: it will originate in the Senate, since that is the body that is in session right now.
Government Resources: State Level

Take Action  View the latest update for your state

Essential Services

Over the past several days as more information on the Coronavirus (COVID-19) is being disseminated by the federal, state and local governments, there has been a push to classify industries as essential or non-essential. Those deemed as essential can continue to operate as more quarantines and restrictions are put in place. NPMA firmly believes that structural pest control is an essential industry that must continue to provide the valuable services we offer during this pandemic.

On 3/17/2020 NPMA sent a letter from CEO Dominique Stumpf to Governors of all 50 states, US Conference of Mayors, the mayors of the largest 100 cities, EPA Administrator Wheeler, AAPCO, ASPCRO and all the SPARs.

If you’d like to customize this letter and share with your local municipalities or others feel free to do so. We also want to clarify that it is upon each business to make a decision on what works best for your company, your employees, and your customers but do want to ensure that we have the ability to continue protecting the public from pests and their associated disease and destruction.

Shelter in Place

There is not yet a state that has imposed a shelter in place order, however we do believe this will likely happen in the near future. To advocate for an essential classification, NPMA has taken efforts, that include:

- Letter to All Governors
- Letter to Mayors in the Top 100 Cities
- Grassroots Campaigns Using VoterVoice in Many States:
Government Resources: Local Level

View the latest update for your locality

Essential Services

Over the past several days as more information on the Coronavirus (COVID-19) is being disseminated by the federal, state and local governments, there has been a push to classify industries as essential or non-essential. Those deemed as essential can continue to operate as more quarantines and restrictions are put in place. NPMA firmly believes that structural pest control is an essential industry that must continue to provide the valuable services we offer during this pandemic. On 3/17/2020 NPMA sent a letter from CEO Dominique Stumpf to Governors of all 50 states, US Conference of Mayors, the mayors of the largest 100 cities, EPA Administrator Wheeler, AAFCO, ASPCRO and all the SPARs.

If you’d like to customize this letter and share with your local municipalities or others feel free to do so. We also want to clarify that it is upon each business to make a decision on what works best for your company, your employees, and your customers but do want to ensure that we have the ability to continue protecting the public from pests and their associated disease and destruction.

Shelter in Place

To date we have seen numerous cities in California put shelter in place order into effect. Pest Control has been deemed essential in the majority of these locations.

- Click here to view orders for shelter in place mandates for those localities that have imposed one. Please note, NPMA is working hard to track these but this may not be a complete listing.
EPA Information

Please find as linked below several newer EPA COVID-19 EPA resources that may be of interest to you. The web sites are rapidly changing, so please check back to them frequently.

EPA Coronavirus Main Page
EPA Disinfectants List of Registered Products
EPA Frequently Asked Questions
EPA Emerging Viral Pathogen Guidance
EPA Response to Comments
EPA Emerging Viral Pathogen Guidance for Antimicrobial Pesticides

EPA Press Releases:
https://www.epa.gov/newsreleases/epa-expands-covid-19-disinfectant-list
https://www.epa.gov/pesticides/coronavirus-cases-trigger-epa-rapid-response
Communicating With Your Customers

NPMA will continue to provide communications guidance as many of you are making difficult business decisions about the types of services you’re able to provide as you evaluate and modify operations.

Please use this templated letter (click here to download Word document) to communicate with customers who may begin asking questions about your service offerings or to share more broadly with all customers about any changes or interruptions in operations. If business is operating normally, consider only using this on a case-by-case basis.
Communicating With The Government

Over the past several days as more information on the Coronavirus (COVID-19) is being disseminated by the federal, state and local governments, there has been a push to classify industries as essential or non-essential. Those deemed as essential can continue to operate as more quarantines and restrictions are put in place. **NPMA firmly believes that structural pest control is an essential industry that must continue to provide the valuable services we offer during this pandemic.** To that end, we have crafted a letter which has been shared with CDC, Homeland Security, Governors, EPA, ASPCRO, AAPCO and The League of Cities.

If you'd like to customize this letter and share with your local municipalities or others feel free to do so.

We also want to clarify that it is upon each business to make a decision on what works best for your company, your employees, and your customers but do want to ensure that we have the ability to continue protecting the public from pests and their associated disease and destruction.

We Need Your Help

**State/Local:** If you have a relationship with Lawmakers, Mayors, or your Governor, please customize and share this letter with them immediately.

**Help Us Advocate for a Federal Essential Classification:**

- Tell Lawmakers Pest Control is an Essential Service in VA!
- Tell Lawmakers that Pest Control is an Essential Service in SC!
- Tell Lawmakers that Pest Control is an Essential Service in NJ!
- Tell Lawmakers Pest Control is an Essential Service in TN!
- Tell Lawmakers that Pest Control is an Essential Service in KY!
Sample Communication Templates & Plans

NPMA has received several requests from members to gauge what others are doing as it relates to Coronavirus communications. Below you will find sample communications from our members who have offered to share as a starting point when companies are crafting their own plans.

To assist with crowd sourcing potential ideas as others create/update their plans, we ask if you are willing to share please click the button below to submit your communication plan.

Add Yours

Examples From Our Members

Communication template from a Texas member
PMI's Customer Commitment YouTube Video
Sample letter communicating to your customers (Word Document Download)
**HR Resources**

**Employee Pay and the Coronavirus**

*Written by Sandy Seay, Seay Management Consultants*

Currently, government and public health experts are issuing warnings worldwide of the spread of coronavirus (COVID-19). Regardless of employment regulations, this pandemic will present extraordinary circumstances that will result in major impacts on how you operate your business during this period of uncertainty. Strict adherence to leave policies helps to minimize exposure to risk in normal operating circumstances, but when a pandemic strikes, flexibility and consideration go a long way in maintaining good employees.

If you do choose to make exceptions, be mindful to not engage in discrimination - ensure that such exceptions are based on legitimate, non-discriminatory reasons and are consistently applied across the workforce. It is our hope that, by highlighting several key points, we can assist your business in preparing to deal with this pandemic. [Click here to learn more.](#)

As a benefit of membership, NPMA members can call, email or text Seay Management Consultants to speak with one of their HR consultants free of charge regarding any employment issue that arises in your business. [Click here](#) for a comprehensive menu of services provided.

**OSHA Guidance**

OSHA recommends all employers have on file a complete *Injury and Illness Prevention Plan (IIPP)*. This document should include anticipated responses to foreseeable workplace safety and health issues. Inspyriy recommends your IIPP include a response mechanism to address circumstances in which outbreaks of contagions affect your business. [Click here](#) to learn more.

**State Specific Guidance:**

**CALIFORNIA**

- For California Employers only: Requirements to Protect Workers from Coronavirus (Cal/OSHA)

**COLORADO**
Disinfection Services

Some pest management firms are considering adding disinfection services to their operation to help protect the health and safety of their community, and to add a new service line to their business. However, there are many safety and regulatory factors that must be considered before applying disinfectant products. This section provides a brief outline of those elements that your business must take into account before providing these services.

ANTIMICROBIAL PRODUCTS

Antimicrobial products are registered with the U.S. Environmental Protection Agency’s Office of Pesticide Programs. Although at this time no products are currently registered for the novel human coronavirus strain that is of current concern, EPA has published a list of products that are approved for use against this viral pathogen. A link to the EPA list can be found below.

List of EPA Registered Disinfectants for Use Against SARS-CoV-2

In response to the outbreak, EPA has activated its Emerging Viral Pathogens Guidance for Antimicrobial Pesticides. This is a voluntary process for antimicrobial registrants to enable the use of certain EPA-registered disinfectant products against this emerging viral pathogen, as such new products may be added to EPA’s List of Registered Disinfectants.

NOTE: Always Read and Follow All Label Directions

SERVICE PRACTICES

No single best practice or standard operating procedure has been established for disinfection services. Businesses are developing disinfection protocols based on label instructions for the antimicrobial products being incorporated into the service. As with every pesticide, always read and follow all label instructions. Efficacy of antimicrobial products may be dependent on the length of time that the treated surface remains wet. This may impact equipment selection since droplet size and application volume varies between equipment type, which will impact drying time.

New research published by scientists from National Institutes of Health (NIH), CDC, UCLA and Princeton University in The New England Journal of Medicine indicates that severe acute respiratory syndrome coronavirus 2 (SARS-CoV-2) was detectable in aerosols for up to three hours, up to four hours on copper, up to 24 hours on cardboard and up to two to three days on plastic and stainless steel.
Disinfection Services
Jim Fredericks, PhD, BCE
VP, Technical & Regulatory Affairs, NPMA

www.pestcontrolcoronavirus.com
Cleaning - *removal of visible soil from objects or surfaces*

Disinfection - *eliminating pathogenic microorganisms, except bacterial spores, on inanimate objects*

Sterilization - *eliminating all microbial life through various physical or chemical methods*
Disinfection Services – Antimicrobial Products

EPA Registered - *Always Read and Follow Label Directions*

Contact time is key for efficacious results

Product will influence equipment selection

PPE requirements vary based on label direction
Disinfection Services – Business Practices

Continue to practice social distancing

Check insurance coverage with your carrier

Develop a stand-alone contract/agreement
Disinfection Services – Regulatory Considerations

Label requirements under FIFRA

Licensing and certification requirement vary

Contact State Lead Agency to confirm requirements

Requirements may change as a result of emergency rules
NATIONAL PEST MANAGEMENT ASSOCIATION

COVID-19
UPDATES & RESOURCES

Contact Us Via Email
Andy Architect – aarchitect@pestworld.org
Cindy Mannes – cmannes@pestworld.org
Jim Fredericks – jfredericks@pestworld.org
Ashley Amidon – aamidon@pestworld.org
Jake Plevelich – jplevelich@pestworld.org

www.pestcontrolcoronavirus.com