



Kansas State Council of SHRM, Inc.  
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## KS SHRM COVID-19 WEBINAR DISCUSSION

May 22, 2020

Topic: Kansas Veto Session Update

### Guest:

- Natalie Bright, J.D. – Bright & Carpenter Consulting, Inc. (KS SHRM Lobbyist & Executive Administrator)

### Questions answered on the call:

1. Can we work with the state to refuse unemployment to employees that refuse work, then lie and say it is due to COVID-19?

*This has been addressed by past guests and their advice was to report the fraud when you get your notice. Be sure to review information shared on our past calls on the [KS SHRM website](#).*

2. How are organizations handling employees that travel during the pandemic? Do you ask them where they are going to determine if they might have to quarantine when they return?

*Always refer to the CDC guidelines. This is an evolving process and some of our experts have addressed this on past [KS SHRM calls](#). Their advice was to be consistent and make sure protocols and procedures are communicated to employees.*

3. Regarding workers' compensation – if an employee tells you they contracted COVID at work, and you know that one of their family members previously had COVID and wasn't told to the employer, are they still able to file work comp?

*They can file but you can challenge it. Viruses typically are not covered under work comp so they would have to show a direct connection. We are already seeing claims made and will be talking more about it in 2021.*

4. Will employer accounts be hit for the extra \$600 weekly benefit?

*No, that is a federal reimbursement.*

5. I had heard the Fed will cover the 1-week waiting period and that employer accounts won't be hit for this. Is that correct?

*Yes, that is correct.*

6. There seems to be information about employer's responsibility to employees, however not much about the business responsibility to customers. For example, what if a customer refuses to answer a questionnaire or wear a face mask? What if a customer says they contracted COVID-19 at your business? Any advice on how to handle these situations?

*Those are issues we are concerned about with the premise liability. You are encouraged to request customer information if they are in your business more than 10 minutes and to offer them a mask but*



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*those behaviors are difficult to enforce. It is your right, however, to determine whether or not you will service them. It's a slippery slope.*

7. Relating to the tax filing deadline, does this affect paying quarterly estimates for 2020? Did the deadline for these get extended as well?

*The quarterly estimates were not originally included but I believe they are now ([KDOR Notice 20-02](#)).*

8. Does the veto option include line item veto or only an up/down decision?

*Line-item veto is only allowed in budget bills, otherwise it's an up or down vote of the whole bill: either sign or veto.*

9. Normally, we receive a response if unemployment is granted. Is there a delay in receiving these, as I have not received a number of them?

*Yes, there is a backlog. Their focus is trying to get benefits out so there will be some delays. The PUA (pandemic unemployment assistance) was set to go out no later than Tuesday so once the system is up and going, they will be able to focus on other backlogged items.*

10. Kansas Shared Work plans are approved for 12-month periods, but are employees limited to a maximum number of participation weeks (i.e. 26 weeks)?

*Yes, the clock starts when the plan has been approved and you can only participate a certain number of weeks. We will clarify if it is limited by the calendar year. There are a number of great resources from past calls on the [KS SHRM website](#).*