COVID-19
Q & A and Listening Session

U.S. Department of Labor
Division of Indian and Native American Programs
The Health and Safety of Employees and WIOA Participants is Paramount

Please adhere to the President’s Coronavirus Guidelines for America and any State, Local, or Tribal Orders

https://www.whitehouse.gov/wp-content/uploads/2020/03/03.16.20_coronavirus-guidance_8.5x11_315PM.pdf
30 DAYS TO SLOW THE SPREAD

Listen to and follow the directions of your **STATE AND LOCAL AUTHORITIES**.

**IF YOU FEEL SICK**, stay home. Do not go to work. Contact your medical provider.

**IF YOUR CHILDREN ARE SICK**, keep them at home. Do not send them to school. Contact your medical provider.

**IF SOMEONE IN YOUR HOUSEHOLD HAS TESTED POSITIVE** for the coronavirus, keep the entire household at home. Do not go to work. Do not go to school. Contact your medical provider.

**IF YOU ARE AN OLDER PERSON**, stay home and away from other people.

**IF YOU ARE A PERSON WITH A SERIOUS UNDERLYING HEALTH CONDITION** that can put you at increased risk (for example, a condition that impairs your lung or heart function or weakens your immune system), stay home and away from other people.

For more information, please visit [CORONAVIRUS.GOV](http://CORONAVIRUS.GOV)
DO YOUR PART TO SLOW THE SPREAD OF THE CORONAVIRUS

Even if you are young, or otherwise healthy, you are at risk and your activities can increase the risk for others. It is critical that you do your part to slow the spread of the coronavirus.

Work or engage in schooling **FROM HOME** whenever possible.

**IF YOU WORK IN A CRITICAL INFRASTRUCTURE INDUSTRY**, as defined by the Department of Homeland Security, such as healthcare services and pharmaceutical and food supply, you have a special responsibility to maintain your normal work schedule. You and your employers should follow CDC guidance to protect your health at work.

**AVOID SOCIAL GATHERINGS** in groups of more than 10 people.

Avoid eating or drinking at bars, restaurants, and food courts — **USE DRIVE-THRU, PICKUP, OR DELIVERY OPTIONS.**

**AVOID DISCRETIONARY TRAVEL**, shopping trips, and social visits.

**DO NOT VISIT** nursing homes or retirement or long-term care facilities unless to provide critical assistance.

**PRACTICE GOOD HYGIENE:**
- Wash your hands, especially after touching any frequently used item or surface.
- Avoid touching your face.
- Sneeze or cough into a tissue, or the inside of your elbow.
- Disinfect frequently used items and surfaces as much as possible.

School operations can accelerate the spread of the coronavirus. Governors of states with evidence of community transmission should close schools in affected and surrounding areas. Governors should close schools in communities that are near areas of community transmission, even if those areas are in neighboring states. In addition, state and local officials should close schools where coronavirus has been identified in the population associated with the school. States and localities that close schools need to address childcare needs of critical responders, as well as the nutritional needs of children.

Older people are particularly at risk from the coronavirus. All states should follow Federal guidance and halt social visits to nursing homes and retirement and long-term care facilities.

In states with evidence of community transmission, bars, restaurants, food courts, gyms, and other indoor and outdoor venues where groups of people congregate should be closed.
Q 1: Can Native American grantees charge wages / salaries to the WIOA grant for WIOA employees who are not working as a result of the Covid-19 situation?

A: We have not received guidance as to whether wages and salaries can be charged to the WIOA grant for WIOA employees who are not working as a result of “stay-at-home” orders or any other Covid-19 related orders that prevent an employee from working. We will share guidance on this issue as soon as we receive it. However, it is allowable for WIOA employees to telework from home and grantees are encouraged to allow WIOA employees to work from home. If grantees are paying employees who are not working due to Covid-19, we recommend that the governing body (i.e. Tribal Council, Board of Directors etc.) have a policy in place that addresses emergency/administrative leave and that such policy describe how, and under what circumstances employees would be granted emergency leave, the duration of leave and whether such leave will be deducted from an employee's annual/sick or other paid time off.

Q 2: Can WIOA formula and competitive grants continue to pay wages or stipends if program participants are in the middle of a current work experience placement (e.g. subsidized employment, OJT, paid internship) which has been cancelled?

A: If the program participant’s time commitment and other work terms were established prior to the national health emergency declaration, grantees should continue to pay the participant for the remainder of the established term.
Q 3: Are Native American grantees eligible to apply for a Disaster Recovery DWG under HHS Secretary Azar’s public health emergency declaration for COVID-19?

A: Entities eligible to apply for Disaster Recovery DWGs are:
   o States
   o Outlying areas
   o Indian Tribal Governments as defined in the Stafford Act (42 U.S.C. 5122(6))
   o It is DINAP’s understanding the Native American non-profit organizations are not eligible

Use this link to find more information on Dislocated Worker Grants:
https://www.dol.gov/agencies/eta/dislocated-workers

Q 4: What activities must states carry out with Disaster Recovery DWGs under the COVID-19 public health emergency declaration?

A: WIOA sec. 170(d) generally requires that Disaster Recovery DWGs include disaster-relief employment, with the option for grantees to also conduct employment and training activities for workers eligible to participate in Disaster DWG activities. This may include career, training, and supportive services
Questions Related to Participants
Q 1: Will participants still be required to do some form of training although their supervisors have them working from home?

A: Grantees should try to find ways for participants to continue their training/work experience remotely. If their training cannot be continued remotely, you may want to consider other types of training such as on-line courses in personal improvement training, i.e., financial literacy training or other assigned reading. However, if a participant’s work experience or classroom training cannot be continued, the participant should continue to be paid if a time commitment and other work terms were established prior to the national health emergency declaration.

Q 2: If a participant is sick (not COVID 19), but not allowed to return to work and must self-quarantine for 2 weeks as requested by the employer; can they be allowed to complete a short training in order to be paid?

A: See above.
Q 3: Would creating Native jewelry, pottery, and other crafts suffice for activities to be completed from home if work sites are shut down?

A: If the participant’s original work experience or training plan was related to arts and crafts or related skill this would seem to be a reasonable activity. Otherwise grantees should consider training activities that relate to their training goals. Also, please be aware of the intellectual property rights and program income conditions in the grant award. The grant terms and conditions state that if revenues are generated by selling products developed with grant funds, those revenues are considered program income. Program income must be spent prior to drawing down additional funds and any program income found remaining at the end of period of performance must be returned to the ETA. In addition, grantees must report program income on the quarterly financial report using ETA-9130 form.

Q 4: Can participants still be paid if they were under WEX?

A: If the program participant’s time commitment and other work terms were established prior to the national health emergency declaration, grantees should continue to pay the participant for the remainder of the established term.
Q 5: Are clients covered under workman's comp if they get infected with COVID-19 while on the job?

A: Workers' compensation insurance is a state-mandated program, so it varies by state. Check with your employer or research your state’s workman’s compensation laws to see what types of injuries or illnesses are covered.

Q 6: What type of supportive services can be provided to clients affected by COVID-19?

A: Supportive Services include services such as transportation, childcare, dependent care, housing, and other needs-related payments, that are necessary to enable an individual to participate in activities authorized under WIOA. We don’t envision these services will change for participants affected by COVID-19 but if you have a unique situation or an unusual service that needs to be provided to clients affected by the COVID-19 please discuss it with your FPO to make sure it is allowable.

Q 7: How should we proceed with clients who refuse to return to a worksite due to fear of infection?

A: If clients refuse to return to work after all stay-at-home orders have been lifted by state, local, and tribal officials and the grantee has directed clients to return to work, then it is up to the grantee on what action to take. However, wages paid to participants that refuse to return to work “after” stay-at-home restrictions have been lifted may be subject to disallowance.
Q 8: If students went to online classes, can they still be served in the state their school is located?

A: Grantees should fulfill their commitment to their participants’ training if such commitment was established prior to the national health emergency declaration. Students’ whose classes have moved online should continue to receive the same services and financial support that they would receive as if they were going to regular, on-site, classes.

Q 9: Are youth able to work during this time?

A: There are exemptions for essential workers such as health care workers. Grantees will need to use their best judgement in deciding to place youth in an essential service position. It is important to reiterate: if a participant’s work has been stopped, but their time commitment and other work terms were established prior to the national health emergency declaration, grantees should continue to pay the participant for the remainder of the established term.
Q 10: How are grantees obtaining required documents?

A: A suggestion is to have clients download a scanning app such as CamScanner to their phone and email them to you. We will open the phones lines at the end of this session to hear what other grantees have done to obtain required documents or if you are willing to share your “best practices”, we can share on the WorkforceGPS INA community site.
Questions Related to Program Administration
Q 1: Have any provisions been made to waive the 20% maximum carry-over requirement for grantees unable to spend grant funds?

A: DOL/ETA does not have the authority to provide “blanket” waivers to a statute or regulation. Grantees have to submit waiver requests to the 20% cover-over limit pursuant to 20 CFR 684.910. We understand that many (if not all) grantees are under stay-at-home-orders and are unable to go to work and that this may affect their rate of expenditure. However, we believe the guidance and recommendations in this Q & A session will help grantees expend funds. For instance, we recommend that grantees work from home (telework) and continue to provide services to participants to the extent they can, including financial support services.

Q 2: Will the maximum amount be taken into consideration, especially since we will most likely have a carryover?

A: Some grantees consistently underspend their funds every year while others spend their funds and stay under the 20% limit. We hope information in this session will provide answers needed to continue to pay staff and provide services to participants. However, we recognize the COVID-19 situation may result in high carry-over at the end of PY 2019, especially for grantees who historically have high carry-in funds. For PY 2020, we recommended to the Grant Officer that grantees who had high carry-over funds at the end of PY 2018 (June 30, 2019) have their funds reduced and redistributed to grantees who have demonstrated the ability to consistently spend their funds by over 80% every year, as required by the regulations at 20 CFR 684.270(d). DINAP has provided a re-distribution methodology to the Grant Officer and ETA accounting for the PY 2020 adult funding and plan to enforce the recapture and reallocation of excess carryover in PY 2020.
Q 3: I am unable to get into Bear Tracks from home. If my office closes completely or I'm working from home, will clients be exited from the system simply because I'm not there to enter any updates they may be sending me?

A: If a qualified service isn’t entered into Bear Tracks for a client within a 90-day period, that client will be automatically exited from Bear Tracks. We encourage grantees who do not have Bear Tracks at home or if you don’t have access to Bear Tracks, to keep a written copy or Excel spreadsheet accounting of the participants who receive a qualified service during the time. Also, for clients who did not receive a service within 90 days due to the COVID-19 situation and have been exited from Bear Tracks, we recommend the grantee “un-exit” these clients when they return to work and add some type of qualified service with a comment that says “Qualified service placeholder due to COVID-19 pandemic”. This will change the participant’s status back to “active”.

Q 4: Do we as WIOA grantees have any mandatory requirement to provide supportive services to our participants during this time or is it alright to help on a case-by-case basis while the physical location is closed?

A: Supportive Services should be provided to participants according to the grantee’s supportive services policy and the needs of the participant according to his or her individual employment plan (IEP). However, COVID-19 may create unforeseen situations for participants that are not covered by the grantee’s supportive service policy. We suggest that grantees be flexible and use their best judgement to ensure participants receive the support they need during this difficult time.
Q 5: Are clients covered under workman's comp if they get infected with COVID-19 while on the job?

A: Workers' compensation insurance is a state-mandated program, so it varies by state. You will need to check with your employer or research your state’s workers’ compensation laws to see what types of injuries or illnesses are covered.

Q 6: Is there a timetable for the submission of the continuing grant for the year that begins on 7/1/2020?

A: ETA/DINAP plans on releasing the PY 2020 funding TEGL on the same timetable as last year (June/July). You can start working on your application now by completing some parts of the SF-424, Application for Federal Assistance, SF 424A, and budget narrative. You must have a Data Universal Numbering System (D-U-N-S®) number and EIN on the SF-424--make sure you use the same numbers that you used in the PY 2019 grant application. If you can’t remember the numbers you used last year, please contact your Federal Project Officer. You must also have an active registration in the System for Award Management (SAM) in order to apply to grants.gov. To check if you have an active SAM registration, click here and go to the Search Records tab; enter your D-U-N-S and click on SEARCH. For assistance with SAM registration, contact the SAM federal help desk at: (866) 606-8220.

The federally recognized tribes who participate in Public Law 102-477 will have their PY 2020 WIOA funds transferred to the Department of Interior (DOI), Bureau of Indian Affairs, Office of Indian Services, Division of Workforce Development and are not required to submit the documents requested in this TEGL--instead they will follow DOI’s requirements for receiving funds.
Q 7: What possible alternatives are there for meeting with clients you might suggest?

A: We encourage grantees to use phone, email, text, or FaceBook Messenger, etc. to communicate with participants, but we will open the phones lines at the end of this session to hear grantee suggestions.

Q 8: How will an office closure affect our spending and client numbers?

A: Spending and client numbers may decline in the last quarter of PY 2019 given that a good portion of the U.S. economy is shut down and most Americans are under stay-at-home orders. However, there will also be a lot of unemployed individuals applying for WIOA services, and grantees may see a significant increase in participants and expenditures in PY 2020.

Q 9: Are we able to switch our supportive services policy to just assist those participants who are still working in "essential" jobs like health care but not others?

A: Many INA participants work in health care, and this crisis provides an opportunity for INA grantees to provide support to these participants. However, not only health care workers are working in essential jobs; transportation, grocery stores, fast food, etc. are also considered to be essential services. We suggest grantees be flexible and use their best judgement to ensure participants receive the support they need during this difficult time.
Q 10: Have any provisions been made for the funding of the Youth programs that begin on 04/01/2020?

A: The funding amounts for the youth and adult programs will be put out in the same TEGL. See the answer to question six (6). We know some of the tribes who operate summer youth “only” programs might be challenged. We suggest you rethink and/or plan for year-round activities in order to fully spend the funds, especially where you anticipate schools and their activities may still be suspended, depending on the shelter-in-place and stay-at-home orders.

Q 11: Can Tribal Administration use our grant funds for response and expenses related to COVID 19?

A: WIOA funds can only be used for employment and training services. Funds must be allowable under the WIOA final rules, Uninform Administrative Requirements at 2 CFR, and the Grant Terms and Conditions. However, Federally Recognized Tribes are eligible to receive funding under recent bills passed to address the COVID-19 pandemic including the Corona Virus Supplemental Appropriations Act, the CARES Act, and the Families First Coronavirus Response Act. We have invited Michael Hughes to be on this call to speak about the funding for tribes in these bills.
Q 12: When are site visits that were scheduled during this time expected to get rescheduled?
A: DINAP has decided that in lieu of on-site visits, the FPOs may be conducting desk reviews. You will still receive the required two week notice if your tribe/organization is scheduled for a desk review. Be advised that a desk review might involve transmitting required documents for review via electronic copies and/or screen sharing or virtual interviews.

Q 13: Are grantees still required to submit the next quarter report if we can't access it remotely?
A: Yes, these are regulatory deadlines established by the Department, and only the OGM can grant extensions. These are usually based on circumstances beyond the grantees’ control. You should still have access to all these systems. If you cannot submit, or are having problems in accessing these systems, please contact your FPO.

Q 14: Are 3rd quarter 2019 Program and Financial reports cancelled?
A: No. See Above.

Q 15: Will 2nd quarter reporting deadlines be pushed back?
A: No. See Above.
Q 16: Will there be a dedicated DINAP person/helpline/web assistance for COVID-19 questions, concerns, best practices in the future?

A: The FPOs are the assigned POCs for any grants; however, various programs in the Department will provide resources, best practices and Webex’s or Webinars on WorkforceGPS. Please make sure you periodically check these sites.

Q 17: Will we be able to assist individuals laid off from their jobs due to the coronavirus situation, even if they would normally be above income guidelines?

A: Yes. Unemployed Native Americans are eligible for the WIOA program under 20 CFR 684.300(b)) and can be assisted if they are laid off. Individuals do not have to be low-income to be served under the Native American WIOA program.

Q 18: Will we get updated information on how people who are self-employed sign up for unemployment?

A: DINAP cannot speak to UI benefits, however, self-employed individuals are not normally eligible. Section 2101 of the CARES Act provides coverage for self-employed individuals who meet certain criteria.
Q 19: Will funding for grantees stay in place during this time?

A: Yes, we do not anticipate any changes. For those grantees who failed to meet the regulatory requirement for limiting carryover in PY 2018, you may see an adjustment to your PY 2020 award. This is a one-time adjustment; DINAP did not make any adjustments to your PY 2019 award.

Q 20: Is March 31, 2020 the first DOL/ETA/DINAP notification of official policy on COVID-19?

A: There has been no notification of official policy on COVID-19 by DINAP; however, questions that were submitted had responses reviewed and vetted and were posted here on WorkforceGPS.

Official policy has been posted by other offices like Unemployment Insurance, the Office of Federal Contract Compliance, the Office of Workman’s Compensation. We will be sharing links at the end of this presentation. For any information on specific policies, please contact your FPO.

Q 21: Is DINAP providing solutions to required Stay-at-Home/Social Distancing and how it will effect continuity to providing client services?

A: We hope that this Q & A helps grantees in providing continuous services to grantees under stay-at-home and social distancing orders.
Q 22: If we have paid all the expenses to attend the National Conference and there is still a threat of Coronavirus, and we do not feel comfortable with traveling, what do we do if we can't get the money back and it is a loss to the WIOA grant?

A: If the effect of COVID-19 on travel was not foreseen at the time the conference expenses were paid, it seems reasonable these expenses are allowable. However, grantees should make every effort to get a refund for conference related expenses (i.e., airfare, hotel, conference registration, etc.).

Q 23: What type of support can we provide clients who are submitting claims for Unemployment Insurance?

A: Unemployed individuals are eligible for the INA WIOA program and INA grantees can provide the full range of services available under WIOA, including supportive services. Grantees should also become knowledgeable of additional unemployment benefits under the CARES Act and share such information with WIOA clients.

Q 24: Are we allowed to hire for work experience?

A: The health and safety of participants should be priority at this time. Grantees should follow CDC guidelines as well as state, local, and tribal orders regarding work during COVID-19 restrictions. There are exemptions for essential workers, and grantees will need to use their best judgement when deciding to place an individual in a work experience position with an essential service employer.
Questions Related to Program Staff
Q 1: Are we protected, in any way, from losing our jobs?
A: DINAP is not aware of any protections from grantee employees losing their jobs. However, recent COVID-19 related legislations provides incentives to employers to not lay off employees.

Q 2: What steps can we take to protect staff from clients who might have COVID-19, but who are not showing symptoms?
A: We cannot provide advice related to health and safety of staff except to refer grantees to The President’s Coronavirus Guidelines for America located on slides 3 and 4 of this presentation and here. Please note this guidance asks that you listen and follow the directions of state and local authorities.

Q 3: What steps should we practice to protect ourselves from other coworkers?
A: See above

Q 4: Can we still be paid and for how long?
A: See answer on slide 5, question 1.
**Q 5:** Are we allowed to be paid administrative leave while under stay-at-home mandates?

**A:** We have not received guidance as to whether paid administrative leave can be charged to the WIOA grant while under stay-at-home orders, but minimally your organization would need to have a policy regarding emergency/administrative leave that describes how, and under what circumstance, employees would be granted such leave, the duration of the leave, and whether such leave will be deducted from an employee’s annual/sick leave or other paid time off.

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**Q 6:** Do we have to use our personal time/vacation?

**A:** Your tribe/organization should have a policy on emergency/administrative leave and whether vacation leave, sick leave or personal time off needs to be deducted from such leave.

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**Q 7:** If laid off, does the Tribe have to pay us our accrued leave or make us use our time up then lay off?

**A:** You should check your Tribe’s personnel policies, but it depends on your state’s laws as to whether employers must payout employees for accrued leave.
Q 8: I’m working at home less than 40 hours a week, and my employer is providing Administrative Leave to staff who were sent home and are not working: can I receive Administrative Leave to reach my 40-hour week?

A: According to the Fair Labor Standards Act (FLSA) exempt, salaried employees generally must receive their full salary in any week in which they perform any work, subject to certain very limited exceptions. Therefore, if you are a salaried employee you should be paid 40 hours a week. If you are not a salaried employee, you should receive the same benefits as other hourly employees in like circumstances.

Q 9: I work from home and take care of a sick relative, do I also qualify for FMLA hours if I’m not able to work?

A: More information is needed to answer. Is the relative sick due to COVID-19 and is the relative an immediate family member?
**Q 10:** I’m a regular employee and my employer sent everyone home including our WEX participants. Do we qualify for Unemployment Insurance?

**A:** The Coronavirus Aid Relief and Economic Security (CARES) Act provides for unemployment insurance benefits to individuals who have been furloughed or laid off due to COVID-19 reasons specified in section 2102(a)(3)(A)(ii) which states: *the Individual’s place of employment is closed as a direct result of the COVID-19 public emergency.* However, if you are working from home and getting paid by your employer or are on paid administrative leave, you cannot receive unemployment benefits. Work Experience (WEX) participants may or may not qualify for unemployment insurance depending on the state. Grantees may want to continue to pay WEX participants (which is allowable) rather than terminating them and having them apply for unemployment insurance.

**Q 11:** All non-essential employees were sent home: am I laid-off or on furlough? If I am one of these, can I apply for unemployment insurance?

**A:** Please check with your employer as to your status. Whether you are laid-off or furloughed depends on whether your position will be available to you when the COVID-19 restrictions end. If you are on furlough, you will likely return to your employment. However, if you are laid-off, your position is probably no longer available to you. Under CARES you would be eligible for unemployment insurance in either case.
Q 12: If I get unemployment and return to work, do I have to pay the unemployment money back to the State?

A: You do not have to pay back the unemployment benefits unless your employer gives you back pay during the time period you received unemployment benefits.

Q 13: Our administrative assistant does not have internet access; how can we support her efforts in working from home?

A: If the administrative assistant works for the WIOA program, purchase of supplies to support access to allow telework is allowed and the program can consider the purchase of a “hotspot” that would allow Internet access. However, if the administrative assistant is not a WIOA employee, the WIOA program cannot support the administrative assistant’s efforts to work from home. However, for tribes, internet expenses may be a reimbursable expense under the CARES Act.
The Corona Virus Relief Fund and Tribal Governments

Michael Hughes, Consultant on Indian Affairs
The Workforce Innovation and Opportunity Act (WIOA)

INTRODUCTION

The Coronavirus Aid, Relief, and Economic Security (CARES) Act contains a Coronavirus Relief Fund that will provide $150.0 billion to States, Tribal Governments, and units of local government. The set-aside for Tribal Governments is $8.0 billion.

The uses of the funds are defined as follows:
“(d) USE OF FUNDS.—A State, Tribal government, and unit of local government shall use the funds provided under a payment made under this section to cover only those costs of the State, Tribal government, or unit of local government that—
“(1) are necessary expenditures incurred due to the public health emergency with respect to the Coronavirus Disease 2019 (COVID-19);
“(2) were not accounted for in the budget most recently approved as of the date of enactment of this section for the State or government; and
“(3) were incurred during the period that begins on March 1, 2020, and ends on December 30, 2020.
Assistant Secretary for Indian Affairs Tara Sweeney conducted a consultation call with tribal governments on Tuesday, April 2, 2020. She will conduct another consultation call on Tuesday, April 9.

Call results per sources:
- The Treasury Department may distribute funds directly to tribes through the System for Award Management (SAM)
- The federal government may distribute the funds to tribes through existing self-determination contracts and self-governance compacts
- The Treasury Department intends to distribute the funds to tribes by April 24, 2020

Above matters are still being discussed and no final decisions have been made. What will be the formula for the distribution of the funds?

Tribes should provide written comments to the Assistant Secretary for Indian Affairs and to the Treasury Department by Monday, April 13, 2020. Comments should be submitted to consultation@bia.gov and to tribal.consult@treasury.gov.
USES OF THE FUNDS

The funds can be used only for costs that tribal governments incur as a result of responding to the coronavirus crisis. Costs may include:

• The cost of disinfectant supplies and additional cleaning of tribal offices, senior nutrition sites, Head Start centers, and other facilities
• The additional cost of transporting goods that are not available from local retail stores
• Security to control entrances to reservation communities
• Costs of providing laptop computers to employees to telework
• The cost of expanding broadband access in rural communities to enable employees to telework
• The cost of training employees to avoid infections and the cost of printing and distributing public health information

Coronavirus Relief Fund dollars cannot be used for normal operating costs that had been planned for in the tribe’s annual budget.
There are many ways to distribute $8.0 billion to tribes:

- Divide $8.0 billion by 574 tribal governments and give every tribe $13,937,282
- Divide $8.0 billion by 1.9 million American Indians and Alaska Natives in the BIA/tribal service population and give every tribe $4,210 per person
- Distribute half the funding - $4.0 billion – by tribe for base funding and allocate the remainder based on population **RECOMMENDED**

Another way to distribute the funding would be by need, but need is subjective and would require months of negotiation to determine what “need” means and is impractical.
Additional Resources

DOL Newsletter, April 3, 2020 - COVID-19 Information
The President’s Coronavirus Guidelines for America
National Dislocated Worker Grants
News Release Announcing DWGs in Response to Covid-19
Unemployment insurance relief during COVID-19 outbreak
DOL Guidance Explaining Leave
Workplace Posters Explaining Leave Under Coronavirus Recovery Act
Webinar Explaining New Leave Protections
COVID-19 Quick Safety Tips
Providing Expanded Family and Medical Leave
The Workforce Innovation and Opportunity Act (WIOA)
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