

## SBDC News & Updates for June

We work with owners on everything from  
**online marketing to preparing cash flow projections.**

We are happy to meet with you by phone or Zoom meeting.

Call us at **208-792-2465**, email us: [isbdc@lcsc.edu](mailto:isbdc@lcsc.edu);

Register Today here: <https://bit.ly/isbdcncid>

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### Have Your Employees Been Vaccinated For Covid-19? Can You Even Ask?

*Notes and updates by Barbara Leachman from a presentation by John Ashby on 5/25/21.*

**Yes, employers can ask employees if they have been vaccinated**, but employers should be aware of other issues and concerns related to the vaccine.

- a. For more information, please see question K.3: [eeoc.gov/wysk/what-you-should-know-about-covid-19-and-ada-rehabilitation-act-and-other-eeo-laws](https://www.eeoc.gov/wysk/what-you-should-know-about-covid-19-and-ada-rehabilitation-act-and-other-eeo-laws)
- b. Do you have a system for keeping this and any other health related employee information confidential?
- c. Will the answer to this question be considered when you make decisions about masking and other workplace safety topics?

### 2. Can employers mandate vaccinations?

- a. Yes, through a policy that provides exemptions for medical and religious reasons.
- b. *But, should you? Probably not! Why not? Some reasons include—*
  - Requirements like this are probably not good for employee morale. In other words, people might leave. Can you afford turnover?
  - Covid-19 vaccinations do not yet have full FDA approval.
  - Do you have a plan if an employee refuses to be vaccinated?
  - Will you be placed in a position to deal with religious and medical exemptions?
  - If you are considering mandating vaccination, we strongly recommend that you speak with an attorney.

### 3. Other options related to vaccination:

- a. Hands off approach
- b. Provide education about vaccines:
  - [cdc.gov/coronavirus/2019-ncov/vaccines/your-vaccination.html](https://www.cdc.gov/coronavirus/2019-ncov/vaccines/your-vaccination.html)
- c. There are government programs that offer tax credits related to the vaccine:
  - New Qualifying Reasons for Families First Coronavirus Response Act



(“FFCRA”) Paid Leave:

- The employee is obtaining a COVID-19 vaccination; or
- The employee is recovering from any injury, disability, illness, or condition related to a COVID-19 vaccination
- Source and for more information: [jdsupra.com/legalnews/paid-leave-and-coronavirus-part-23-5881818](https://jdsupra.com/legalnews/paid-leave-and-coronavirus-part-23-5881818)

d. If you are considering financial compensation or gifts to incentivize employees to get vaccinated, consult with your attorney, as incentives are not prudent.

- “Employers that are administering vaccines to their employees may offer incentives for employees to be vaccinated, as long as the incentives are not coercive. Because vaccinations require employees to answer pre-vaccination disability-related screening questions, a very large incentive could make employees feel pressured to disclose protected medical information.”
- Source and for more information: [eeoc.gov/newsroom/eeoc-issues-updated-covid-19-technical-assistance](https://eeoc.gov/newsroom/eeoc-issues-updated-covid-19-technical-assistance)

#### **4. For masks in the workplace, this topic has become an evolving issue.**

a. Employers must grapple with permitting employees to wear a mask or to make it mandatory due to employees having direct contact with customers, or other workplace concerns, especially related to safety. For any decision related to a mask policy, is your business prepared to implement, enforce, and manage any issues that arise?

- Employers must keep the workplace safe: [osha.gov/laws-regs/oshact/section\\_5](https://osha.gov/laws-regs/oshact/section_5)
- Some OSHA guidance on masks and more: [osha.gov/coronavirus/safework](https://osha.gov/coronavirus/safework)
- *Note:* “OSHA is reviewing the recent CDC guidance and will update our materials on this website accordingly.”
- Some CDC guidance on masks: [cdc.gov/coronavirus/2019-ncov/vaccines/fully-vaccinated-guidance.html](https://cdc.gov/coronavirus/2019-ncov/vaccines/fully-vaccinated-guidance.html)

#### **5. Sources and additional information:**

- [eeoc.gov/wysk/what-you-should-know-about-covid-19-and-ada-rehabilitation-act-and-other-eeo-laws](https://eeoc.gov/wysk/what-you-should-know-about-covid-19-and-ada-rehabilitation-act-and-other-eeo-laws)
- [hrdailyadvisor.blr.com/2021/05/17/employers-mandatory-vaccination-policy-update](https://hrdailyadvisor.blr.com/2021/05/17/employers-mandatory-vaccination-policy-update)
- If you have questions, our office might be able to assist. We also recommend that you discuss with a qualified attorney: [isb.idaho.gov/lawyer-referral-service](https://isb.idaho.gov/lawyer-referral-service).

## **Are You Prepared for More Aggressive Collection of Taxes?**

### **AP News May 14, 2021**

President Biden is proposing that Congress build up the depleted and often-maligned IRS, saying that a more aggressive collection of unpaid taxes could help cover the cost of his multitrillion-dollar plan to boost infrastructure, families and education. More resources to boost audits of businesses, estates and the wealthy would raise \$700 billion over 10 years, the White House estimates...



But Sen. Mike Crapo of Idaho, the senior Republican on the Senate Finance Committee, called it “speculation.” And he’s worried it could push the IRS toward overzealous enforcement. “It would be detrimental if IRS efforts do not strike the appropriate balance between taxpayer responsibilities and taxpayer rights.”

See full story: [apnews.com/article/personal-taxes-business-government-and-politics-e6151149b8fdb343a9053e5942c0679](https://apnews.com/article/personal-taxes-business-government-and-politics-e6151149b8fdb343a9053e5942c0679)

## Idaho Employment

### Idaho’s Cybersecurity Jobs Increase 160% since 2015

Despite the nationwide pandemic, the number of cybersecurity job openings in Idaho saw a 28% increase in 2020 with an estimated 1,200 available postings through the course of the year. Since 2015, openings for cybersecurity jobs have grown by 160%, sustained by accelerating demand across multiple industry sectors. Nationwide, job postings rose to more than 350,000 in 2020. With rising phishing attacks fueled by pandemic concerns and widespread remote work, the industry is set to grow even more rapidly. According to a recent Fortune Business Insights Market Report, the global cybersecurity market size was \$153.16 billion in 2020 and is projected to more than double to \$366.1 billion in 2028.

[Read More...](#)

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### Unemployment information for employers

What do I do if my employees refuse to return to work?

Please email details — including when the employee was asked to return to work and how the offer was made — to [Work.Refusal@labor.idaho.gov](mailto:Work.Refusal@labor.idaho.gov). Please help us prevent identity theft and do not include the employee’s Social Security number.



### Lewis-Clark State College Fall Career Fair

When: Thursday, October 7th 10-2pm

Where: LC State Activity Center

[lcsc.edu/CareerFair](https://lcsc.edu/CareerFair)

- Recruit Talented Students for a wide variety of roles in your company: Students at LC State earn degrees in both career technical and academic bachelor’s degree programs. Businesses find that our students fill openings at multiple levels within their company.
- Build your Brand Awareness: Our face-to-face live career fair will allow you to develop your talent pipeline.
- Participate in all three: LC State partners with WSU and U of I to bring you Career Days each fall. Recruit from these three schools in just three



days!

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### [How to handle disability-accommodation requests](#)

Employers should use an interactive approach to employees with health concerns who request accommodations under the Americans with Disabilities Act as workplaces reopen, lawyer Katharine Beattie writes. Best practices include comprehensive job descriptions, well-documented and open dialogue, and manager training, notes Beattie, who also outlines relevant guidance from the Equal Employment Opportunity Commission.

Learn more: [natlawreview.com/article/return-to-work-resistance-navigating-ada-interactive-process-and-covid-19-disability](https://natlawreview.com/article/return-to-work-resistance-navigating-ada-interactive-process-and-covid-19-disability)

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"The key to  
ultimate success  
is the determination  
to progress day by day."

Edmar Mednis

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## FREE Webinars and Remote Learning Continues

The Idaho SBDC Presents:

# The Accelerating Business Success

On-Demand Webinar Series

*Browse our free on-demand trainings and learn on your schedule*

**Find a training:**  
<http://bit.ly/on-demandwebinars>

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### [Accelerating Business Success Webinar Series](#)

The North Central Idaho SBDC has launched no cost, On-Demand workshops for small businesses on a variety of topics designed to enhance business success. Below are a few of the titles and links to register:



[17 Steps to Startup, Speaker: Felena Hanson, Founder of Hera Hub and Author](#)

[Sales 101: How To Drive Sales Post COVID-19, Speaker: Violet Rainwater, Founder of The Rainmakers Way](#)

[Managing by The Numbers: Financials for Non-Numbers People, Rod Bristol, CFE, Director of Business Development For Profit Soup](#)

[Selling on Amazon, Speaker, Mark Williams, Founder And CEO Of Brand Brite](#)

[Human Resources, Speaker, Tommy Cano, Founder and President of Cano HR Group, LLC](#)

See the entire list **HERE**: [business.idahosbdc.org/Events.aspx?mode=3&area=Region+II&days=90](https://business.idahosbdc.org/Events.aspx?mode=3&area=Region+II&days=90)

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## North Idaho SBDC Live Training Opportunities

Register  
Online



### The National Retail Foundation

You're invited to NRF's inaugural [State of Retail & the Consumer](#) virtual event on Wednesday, June 9, at 9 a.m. PST. This event will feature industry experts like NRF's chief economist Jack Kleinhenz and retail leaders.

Join Vivek Sankaran, President and CEO of Albertsons Companies; Javier Quiñones, President and Chief Sustainability Officer of IKEA US; and top market researchers for timely conversations on the post-pandemic consumer and the future of retail.

Attendees will hear about consumer shopping trends that are shifting retail business operations. [Register now](#) to learn how an increasingly divided set of consumer values are driving retailers to align their businesses, products and services to appeal to post-pandemic shoppers.

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## We Look Forward to Serving You

Need to sign up for a no-cost consultation with one of our **seven** experienced consultants? **Register Online now:** <https://bit.ly/isbdcncid>

Sincerely,

**Barbara Leachman**

Director of the Region II SBDC at Lewis-Clark State College

North Central Idaho SBDC

[www.LCSC.edu/sbdc](http://www.LCSC.edu/sbdc); [www.idahosbdc.org](http://www.idahosbdc.org)

(208) 792-2465



June 2021

*We are here to help with COVID 19. The Idaho SBDC remains open to provide consulting support for Idaho businesses during this time. Some of our consulting will be held virtually, but our expert staff across the state can still help you navigate this situation.*

*We do not offer legal services, legal advice, or tax advice. For any legal/tax questions, issues, or advice, please contact a qualified attorney and/or certified public accountant.*

*The Idaho SBDC is funded by the U.S. Small Business Administration, host institutions of higher education, and the State of Idaho. The Idaho SBDC is an equal-opportunity/affirmative action employer. Services are provided on a non-discriminatory basis. Language assistance is available to those with limited English proficiency. To request an accommodation or language assistance, please contact Barbara Leachman at 208-792-2465 or [baleachman@lcsc.edu](mailto:baleachman@lcsc.edu). LCSC welcomes participants with disabilities. In all situations, a good faith effort will be made to provide accommodations. All opinions, conclusions, and/or recommendations expressed herein are those of the author(s) and do not necessarily reflect the views of the SBA.*