

WEBINAR

Ask Your Employment Lawyer

COVID-19 – The Return To Work

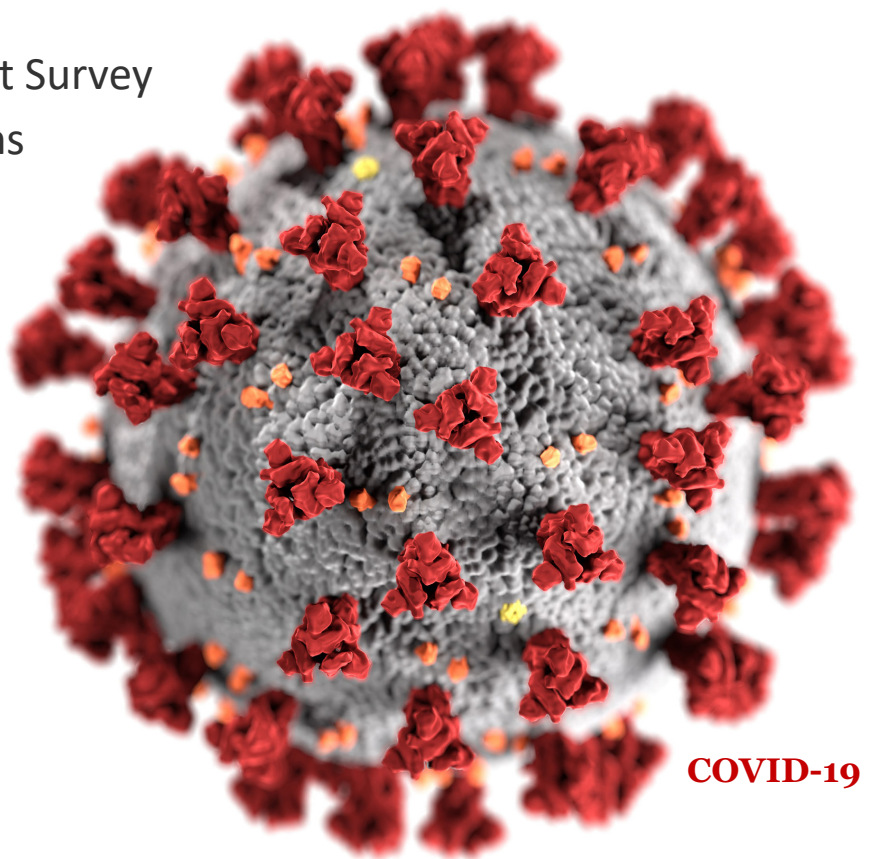
PRESENTED BY

LAWFIRM

Today's Topics

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- Results from the our Firm's Return to Work Client Survey
- Return to Work Practical and Legal Considerations
 - What is a Return?
 - Planning and Communication
 - Workplace Safety Roadmap
 - Government Guidance
 - Employee Health Screening
 - Physical Space Considerations
 - Safety Protocols
 - Review and Update of Employment Policies
 - Plan Implementation
 - Training Considerations
 - Key Takeaways



Return to Work Strategic Planning

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- 69% of respondents are relying on a combination of guidance from:
 - The CDC
 - Federal government's COVID-19 Task Force
 - State/local regional authorities

Nearly 37% of companies are relying most on state, local, and regional authorities to create their return to work strategy

Do you have a Return to Work strategy in response to COVID-19 loosening of state/local stay-at-home restrictions?



56%

Just starting to work on our strategy



26%

YES, we have a strategy



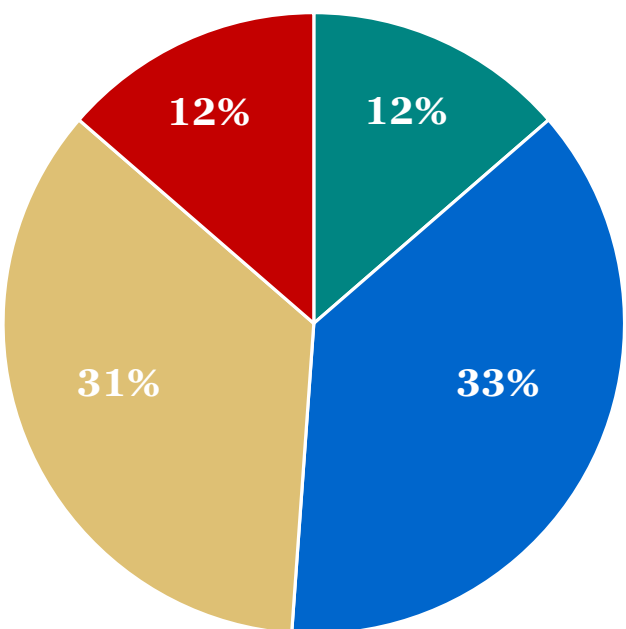
18%

NO, we do not have a strategy

Safety Protocols: Reconfiguration

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Do you plan to reconfigure your physical workspace to allow for social distancing?



12% YES, we will make substantial changes

33% YES, we will make minor changes

31% MAYBE, we do not know yet

12% NO, we will not make any changes

Communicate the Plan

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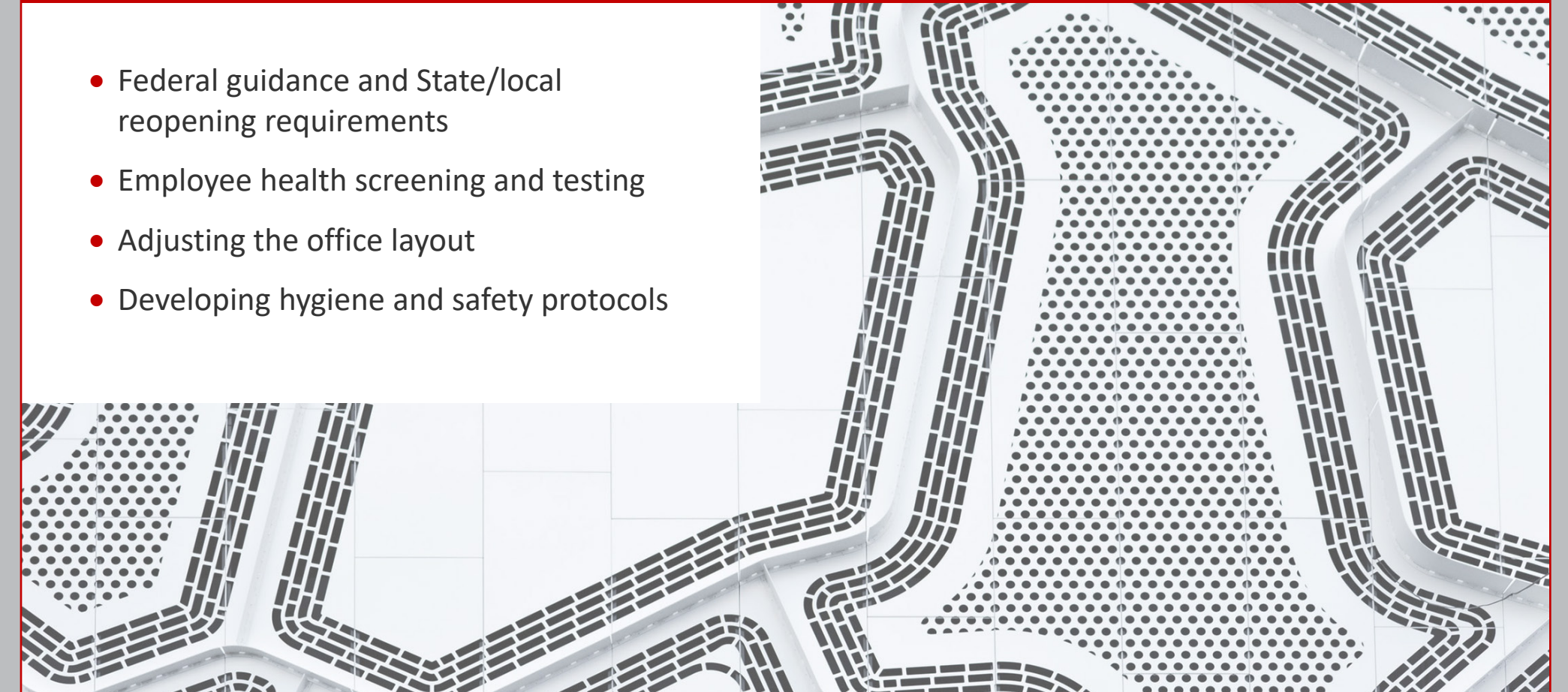
- Be clear and concise
- Provide adequate notice
- Be as transparent as possible
- Include specifics
- Provide a mechanism to resolve issues in advance
- Address workplace safety



Employee Safety: Our Roadmap

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- Federal guidance and State/local reopening requirements
- Employee health screening and testing
- Adjusting the office layout
- Developing hygiene and safety protocols



Guidance & Reopening Requirements

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- Opening Up America Again
- Broad non-binding federal guidelines
- Employers should “[d]evelop and implement appropriate policies, in accordance with Federal, State, and local regulations and guidance, and informed by industry best practices.”
- State reopening orders
- Detailed binding and advisory guidance
- Shutdown risk for non-compliance



Adjusting the Office Layout

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- Workplaces will require adjustment to ensure social distancing
- Plan for a sustainable “new normal”
- Some specific considerations:
 - Rearrange and modify desks, cubicles and workstations
 - Consider repurposing conference and break rooms
 - Designate six-foot distances around workstations and other gathering spaces (copiers, printers, kitchen areas etc.)
 - Mark hallways for one-way foot traffic
 - Adjust seating in communal areas that remain open
- **Don't forget less obvious spaces, i.e., restrooms, file rooms**

