

COVID-19 Town Hall: The Path Forward

PRESENTED BY:

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The Path Forward

- Phased Re-Entry
- Readyng the Workplace
- Corporate Culture: Sick Employees Should Stay Home
- Employee Health Screenings
- Social Distancing
- Business **Not** as Usual
- Policy Changes During the Public Health Crisis
- Employees Reluctant to Return
- Compliance Reminders



Phased Re-Entry

- ❑ Employee scheduling. Plan phased entry based on legitimate non-discriminatory reasons such as job function, department, ability to work from home.
- ❑ Document rationale.



Readying the Workplace



- Personal Protective Equipment. Will face masks be required? Who will provide? Will you permit cloth masks?
- Supplies: hand sanitizer, sanitizing wipes, tissues, gloves, gowns, etc.
- Enhanced cleaning and disinfecting, particularly “high touch surfaces”

Corporate Culture: Symptomatic Employees Should Stay Home

- Paid Sick Leave / PTO
- Remote Work
- Doctor's Note

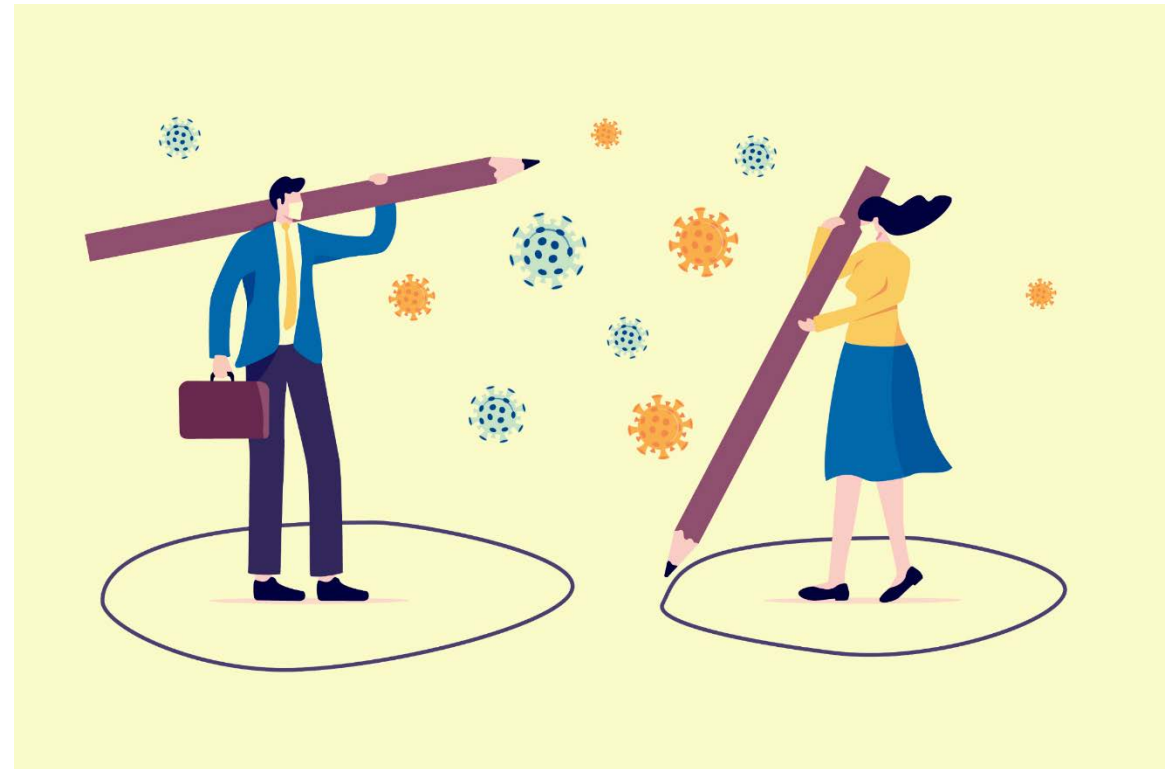
Employee Health Screenings

- Temperature Check (100.4° F)
 - Who will conduct?
 - Where will you conduct?
 - Consequence of elevated temperature?
- Surveys for Symptoms
- Coughing / Sneezing Etiquette
- COVID-19 Diagnostic & Antibody Testing
- Confidential Medical Records



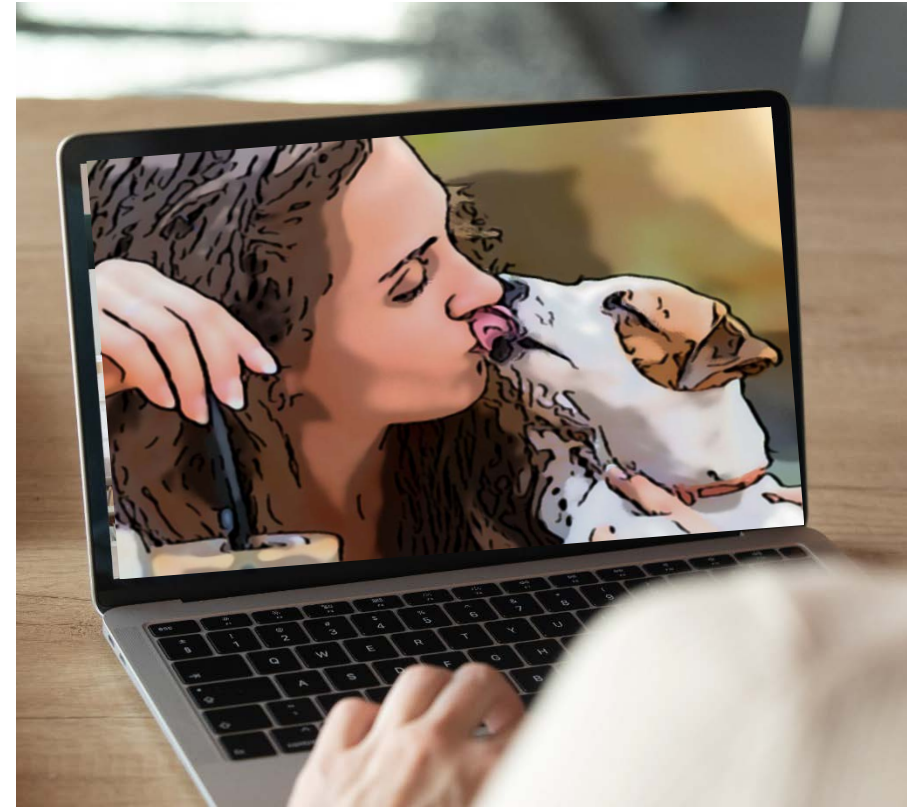
Social Distancing

- ❑ Density Reduction: Stagger Work Hours, Alternating Days or Shifts
- ❑ Workplace Layout: Space Between Work Stations, One-Way Stairways or Hallways
- ❑ Minimize Shared Work Stations and Equipment
- ❑ Develop Elevator Etiquette
- ❑ Modify Common Areas (*i.e.*, cafeterias, water coolers, time clocks, workplace fitness centers)



Business *Not* As Usual

- Frequent Hand Washing & Sanitizing
(automatic sinks)
- Virtual Meetings and Conferences
- No Group Gatherings
- Limit Business Travel



Policy Changes During The Public Health Crisis



- Paid Emergency Sick Leave
- Emergency Family and Medical Leave
- NYS COVID-19 Sick Leave
- Remote / Telework Policy
- Social Distancing Policy

Requests for Continued Telework

- Medical justification for continued absence; request for a reasonable accommodation
- Child Care Needs
- Consistency is Key



Compliance Reminders



- Wage & Hour
- Paid Leave (Retaliation)
- Discrimination related to the “vulnerable” population
- Safe Workplaces
- WARN and NY Mini-WARN



Additional Questions

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