

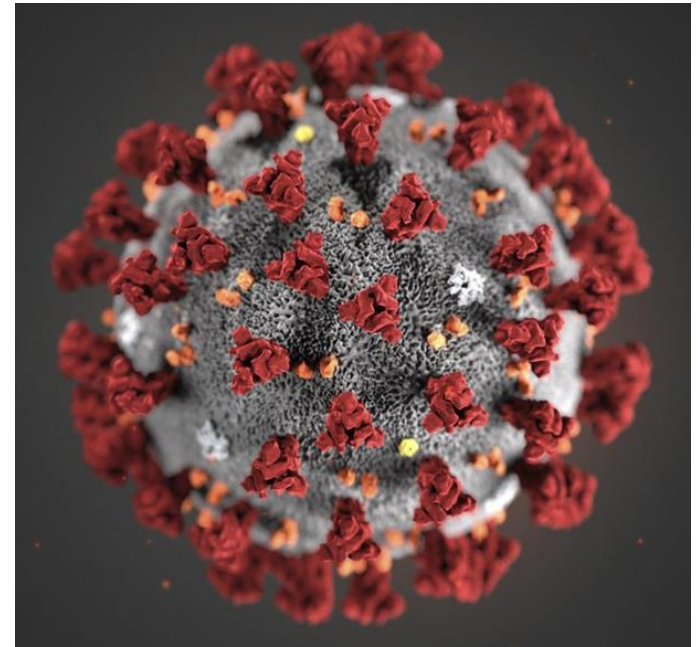


Coronavirus and the Workplace



What is Coronavirus?

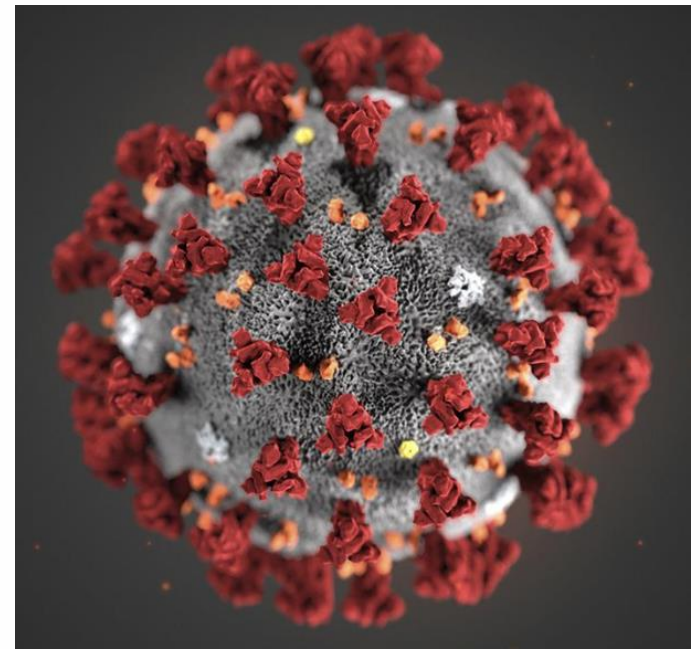
- Coronaviruses – family of respiratory illnesses
 - Common in people and animals
- Current outbreak strain is known as COVID – 19
 - Illness is byproduct of new “SARS-CoV-2” virus





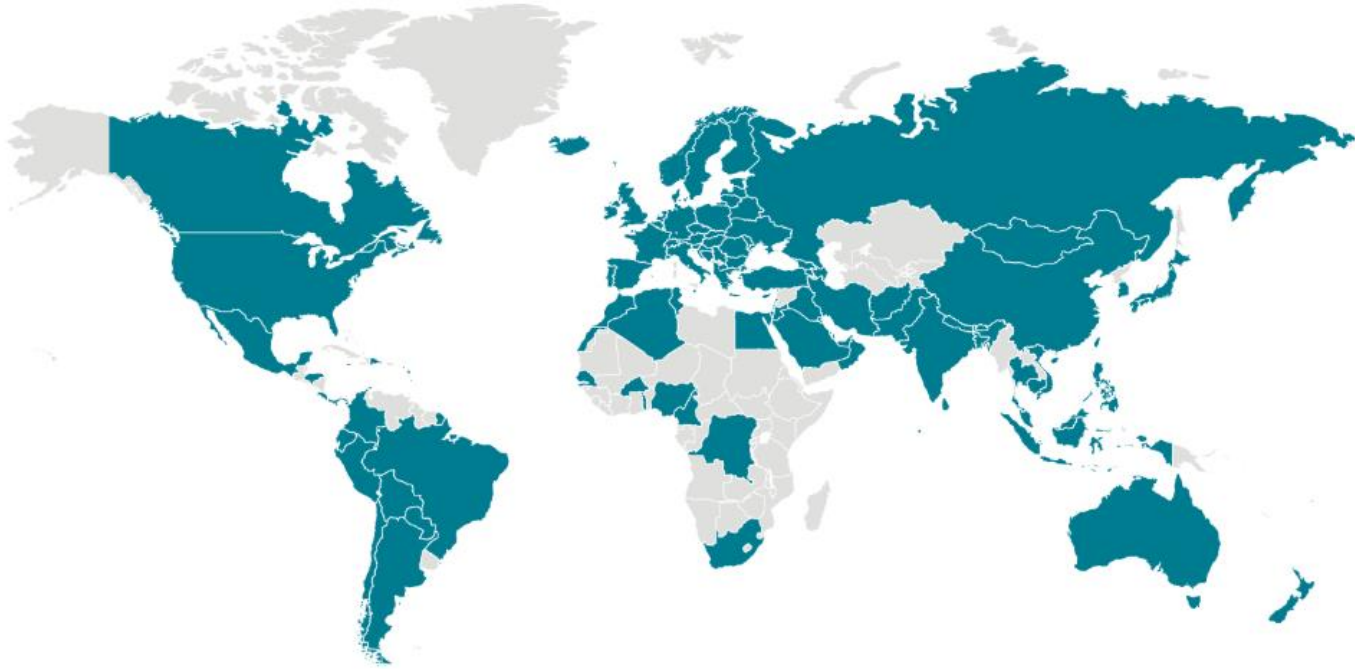
Transmission and Symptoms

- Transmitted through respiratory droplets
 - Produced when an infected person coughs or sneezes
- Symptoms
 - Fever, cough, shortness of breath
 - Similar to flu





The Statistics



- As of 3/13/2020: 137,066 cases worldwide (69,643 of which are recovered), 114 countries/regions
- 56,121 of the total cases are outside of China
- 5,069 total deaths
- Source: Johns Hopkins University of Medicine Coronavirus Resource Center:
- <https://coronavirus.jhu.edu/map.html>



Perspective

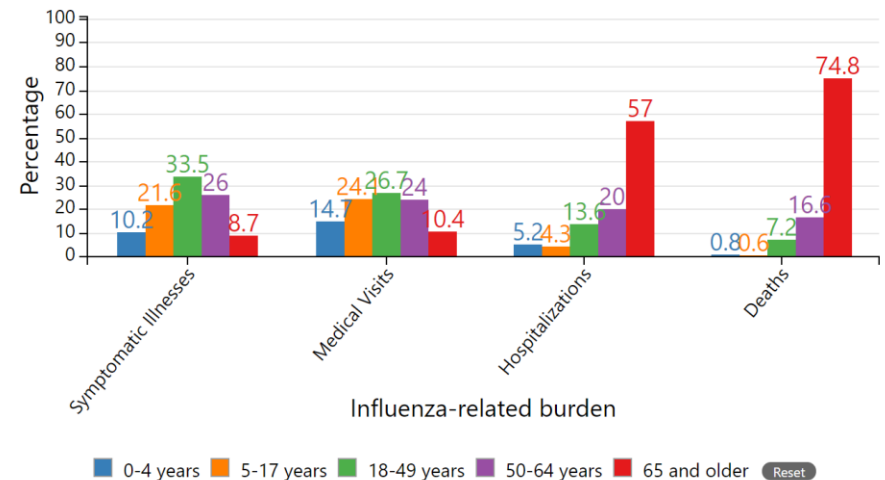
Influenza 2018-2019 cases in US:

- 35.5 million cases
- 490,600 hospitalizations
- 34,200 deaths

Source: Centers for Disease Control

<https://www.cdc.gov/flu/about/burden/2018-2019.html>

Percentage of Influenza-related illnesses, medical visits, hospitalizations, and deaths by age group, 2018-2019 Influenza Season





So What Does An Employer Do?

Evaluate its business and ability to adapt:

- Existing customer orders, product & service demand
- Evaluate existing contractual obligations
- Business continuity plans
- Supply chains
- Networks and systems
- Emergency preparedness plans



Role of HR

- Partner with management
 - Identify changing business, customer and client demand
 - Potential impact on staffing and scheduling needs
 - Updating or implement safety initiatives?
- Communication and information resource
 - With management
 - Updating on latest directives and recommendations re: COVID-19
 - Reassess and discuss impact on existing policies
 - Ensure management is in alignment on policy adjustments
 - With employees
 - Measured responses behind company initiatives
 - Respond to employee employment based inquiries
 - Resetting company and employee expectations moving forward



Policy Flexibility

- Policies to target:
 - Attendance
 - How it is used?
 - Do you provide extra?
 - Scheduling
 - Paid time off
 - How it is used?
 - Do you provide extra?
 - Leave of absence
 - Telecommuting/remote work
 - Types of jobs eligible?
 - Travel





Safety and Hygiene

- Frequent handwashing
- Hand sanitizers
- Routinely clean workstations, countertops, and doorknobs
- Avoid unnecessary physical contact
- Proper disposal of tissues
- Avoid using hands to cover coughs





Safety and Hygiene

- PPE? Facemasks?
 - Not all created equal
 - NIOSH approved classifications:
 - N100, P100, R100, N99, P99, R99, N95, P95, R95
 - Recommended for:
 - Health care workers
 - Individuals with respiratory or immune conditions
 - Not for general asymptomatic population





Country Risk Assessment

- Level 1 - Risk of limited community transmission:
 - Hong Kong
- Level 2 - Sustained (ongoing) community transmission
 - Japan
- Level 3 - Widespread sustained (ongoing) transmission
 - Avoid all unnecessary travel: South Korea and Italy
- Level 3 - Widespread sustained (ongoing) transmission and restrictions on entry to the United States
 - China and Iran

14 day self-quarantine CDC directive applies **Level 3** countries



Europe Travel Ban

- Level 3 - Widespread sustained (ongoing) transmission and restrictions on entry to the United States
- 26 European Countries:
 - Austria, Belgium, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Iceland, Italy, Latvia, Liechtenstein, Lithuania, Luxembourg, Malta, Netherlands, Norway, Poland, Portugal, Slovakia, Slovenia, Spain, Sweden, and Switzerland
 - <https://www.whitehouse.gov/presidential-actions/proclamation-suspension-entry-immigrants-nonimmigrants-certain-additional-persons-pose-risk-transmitting-2019-novel-coronavirus/>



Europe Travel Ban

- Exceptions:
 - U.S. citizens;
 - Lawful permanent residents;
 - Spouse of permanent resident;
 - Sibling under age 21 of permanent resident
- Armed force members and families
- Nonimmigrant and visitors on authorized U.S. government business



Keeping employees out of the workplace?

Possible if:

- If coming from a **level 3** country
- Otherwise as recommended by CDC or state Department of Public Health

Fitness for duty note?

- If symptomatic or otherwise unfit for work



Beware of ADA!

Protects:

- Disabled employees from
 - Discrimination
 - Retaliation
- Those “regarded as” being disabled





Medical Initiatives?

- No - if asymptomatic and not a pandemic stage:
 - Symptomatic: medical inquiries that are job-related
- Pandemic stage:
 - Greater employer flexibility
 - EEOC guidance – viewed more as “direct threat”
 - https://www.eeoc.gov/facts/pandemic_flu.html
 - Inquiries and exams must be based upon “objective evidence”
- Monitor CDC designation status:
 - 3/11: WHO declared COVID – 19 as pandemic
 - (As of now): CDC has not



Reactive



Probativ



Do's and Don'ts.....:

Do's = "PEAR"

- **P**romote:
 - Your contingency plans and policies
 - Proactive safety and hygiene measures
- **E**ducate
 - Employees role in promoting your policies and safe workplace
 - Practicing good safety and hygiene
 - To seek medical attention by Dr. as needed
- **A**ssure
 - Employees you are monitoring and following CDC guidance
- **R**espond
 - To employee questions timely
 - Based on facts not speculation





Do's and Don'ts.....:

Don'ts = "SAD"

- **Stereotype**
 - Employees based on their actual or perceived national origin
- **Alienate**
 - Employees who traveled abroad regardless of country
 - Self-quarantined employees who are cleared to return to work
 - Employees who may be required to wear facemasks
- **Divulge**
 - Identity of employees who may have condition to other co-workers
 - Employee health information or diagnosis to other co-workers





Resource Links

- CDC Guidance for Businesses and Employers: <https://www.cdc.gov/coronavirus/2019-ncov/community/guidance-business-response.html>
- COVID-19 or Other Public Health Emergencies and the Fair Labor Standards Act Questions and Answers (by the U.S. Department of Labor Wage and Hour Division): <https://www.dol.gov/agencies/whd/flsa/pandemic>



Resource Links

- EEOC Guidance on Pandemics and ADA:
https://www.eeoc.gov/facts/pandemic_flu.html
- John Hopkins University Coronavirus Resource Center: <https://coronavirus.jhu.edu/map.html>
- Occupational Safety and Health Administration Guidance on Preparing for COVID – 19:
<https://www.osha.gov/Publications/OSHA3990.pdf>



Questions???



THANK YOU!