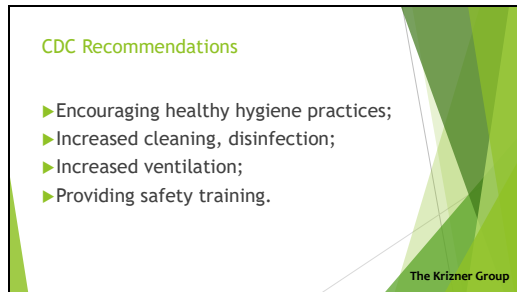


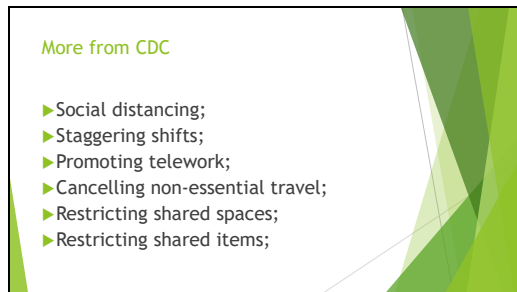
Slide 1



Slide 2



Slide 3



Slide 4

Monitoring Procedures

- ▶ Sick? Stay home.
- ▶ Take temperature.
- ▶ Flexible time off/telework policies.
- ▶ Implementing an action plan if an employee tests positive for COVID-19;
- ▶ Creating and testing emergency communication channels for employees; and
- ▶ Establishing communications with state and local authorities.

Slide 5

Child Care Issues



Slide 6

Bringing Them Back (Or Not)

Assess your Workforce

- ▶ Management
- ▶ Salaried
- ▶ All Others

Furlough/Lay Off/Termination

Slide 7

Bringing Them Back

- ▶ Recall Letter
 - ✦ Offer of Employment
 - ✦ Include All Terms of Employment
- ▶ Return to Workplace Notification
 - ✦ Expected Schedule
 - ✦ Health Monitoring
 - ✦ Shared Space/Equipment

Slide 8

Reluctant Employees

- ▶ State Unemployment Benefits
- ▶ Your Rights
- ▶ Documentation
 - Return to Workplace Notification
 - Recall Letter
 - Follow Up
- ▶ OSHA

Slide 9

New Policies

- ▶ Families First Coronavirus Response Act
 - Emergency Sick Leave
 - FMLA Expansion
- ▶ Prevention Measures
 - Temperature
 - Handwashing
 - Masks
 - Symptoms
 - Break Room/Refrigerator/Coffee Pot
 - Handshaking

Slide 10