

WORKPLACE 2020

Post-Covid19 Punchlist for Municipal Employers

INVESTIGATIONS
L A W G R O U P



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OKAY PEOPLE – THIS ISN'T LEGAL ADVICE

Disclaimer: The information provided in this webinar is for general informational use only and does not constitute legal advice. For legal advice on any matter, including COVID-19, please contact an attorney. While we strive to provide the latest information on the COVID-19 pandemic, this session is meant as an overview and not as a complete or exhaustive analysis of the laws and issues discussed herein. Additionally, given the emergent nature of the COVID-19 pandemic—and the ever-changing responses by federal, state, and local governments—we cannot guarantee that the information provided today is up to date.

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TODAY'S ROADMAP

- Employee Engagement
- Health and Safety
- Legal Considerations & What's New?



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(RE) ENGAGING YOUR WORKFORCE

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What are the non-negotiables?

What have you learned in the process?

Important considerations:

- How the work will get done
- Social distancing for office, warehouse and factory workers
- Employees who were furloughed or laid off

#1 - CLEARLY DEFINE THE 'NEW' NORMAL

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#2 - DEVELOP A COMMUNICATION PLAN

- THANK your team
- Develop Frequently Asked Questions
- Hold Virtual Town Hall meetings and Q&A sessions BEFORE return to work
- Share Stories
- Roll out ongoing communication tools
 - Blogs
 - Intranet
 - Twitter
 - SMS
 - Facebook

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#3 – PROVIDE TRAINING

- What's changing in the new environment?
- How do employees and leaders navigate the employee / employer relationship?
- How will work get done if staggered days or shifts are implemented?
- Who can work from home?
- New policies & practices in alignment with CDC and OSHA requirements



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#4 – PROVIDE RESOURCES

- EAP
- Support groups
- Educational materials



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#5 – ACKNOWLEDGE ESSENTIAL WORKERS WHO HAVE BEEN ON THE FRONT LINE

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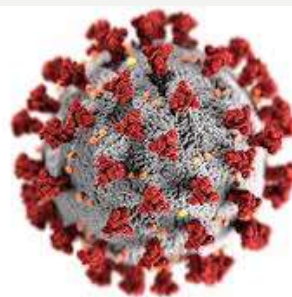
#6 - CELEBRATE

- The Team
- Accomplishments
- Milestones
- Client successes


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HEALTH & SAFETY

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IMPLEMENT YOUR CORONAVIRUS RESPONSE PLAN

- Implement basic infection protection measures
- Develop policies and procedures for prompt identification and isolation of sick people (if appropriate)
- Develop, implement and communicate about workplace flexibilities and protections
- Implement workplace controls

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Coronavirus (COVID-19) Response Plan Town of Timnath 2020

The Town of Timnath is committed to maintaining and protecting the health, safety and wellbeing of our community. The following Coronavirus (COVID-19) Response Plan outlines the actions and precautions the Town of Timnath will implement as the pandemic progresses. The actions are based on the advice of the Center for Disease Control (CDC) and the Larimer County Department of Health and Environment and demonstrate a practical, yet cautious, response.

Public Health Management

While the Town of Timnath is not the lead agency on public health matters, it plays an important role in supporting community wellbeing. The Larimer County Department of Health and Environment is the lead agency coordinating response in our region. The Town of Timnath will follow all recommendations developed by the County.

Overall Town Government

Critical and Essential Operations (Specific details contained in Department Plan appendices)
Given the recommendations of the CDC and Larimer County, the Town of Timnath organization will adopt the following practices.

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**Are employers
required to
modify the
physical
workplace?**



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**Must employers
provide employees
with personal
protective
equipment?**



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ARE EMPLOYERS REQUIRED TO MAINTAIN NEW CLEANING OR HYGIENE REGIMENS?

HARD SURFACES: (Icons: person at desk, dining table, sink, toilet)

- 1 CLEAN**
Remove organic material for effective disinfection.
- 2 RINSE**
Rinse off detergents.
- 3 DISINFECT**
Use a properly registered disinfectant.

FREQUENTLY TOUCHED OBJECTS: (Icons: door handle, smartphone, keyboard, book, trash can)

CONSIDER PROVIDING DISPOSABLE WIPES for easy and frequent

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OTHER LEGAL CONSIDERATIONS

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**WHAT YOU
SHOULD KNOW
ABOUT COVID-
19 AND THE
ADA, THE
REHABILITATION
ACT, AND OTHER
EEO LAWS ...**

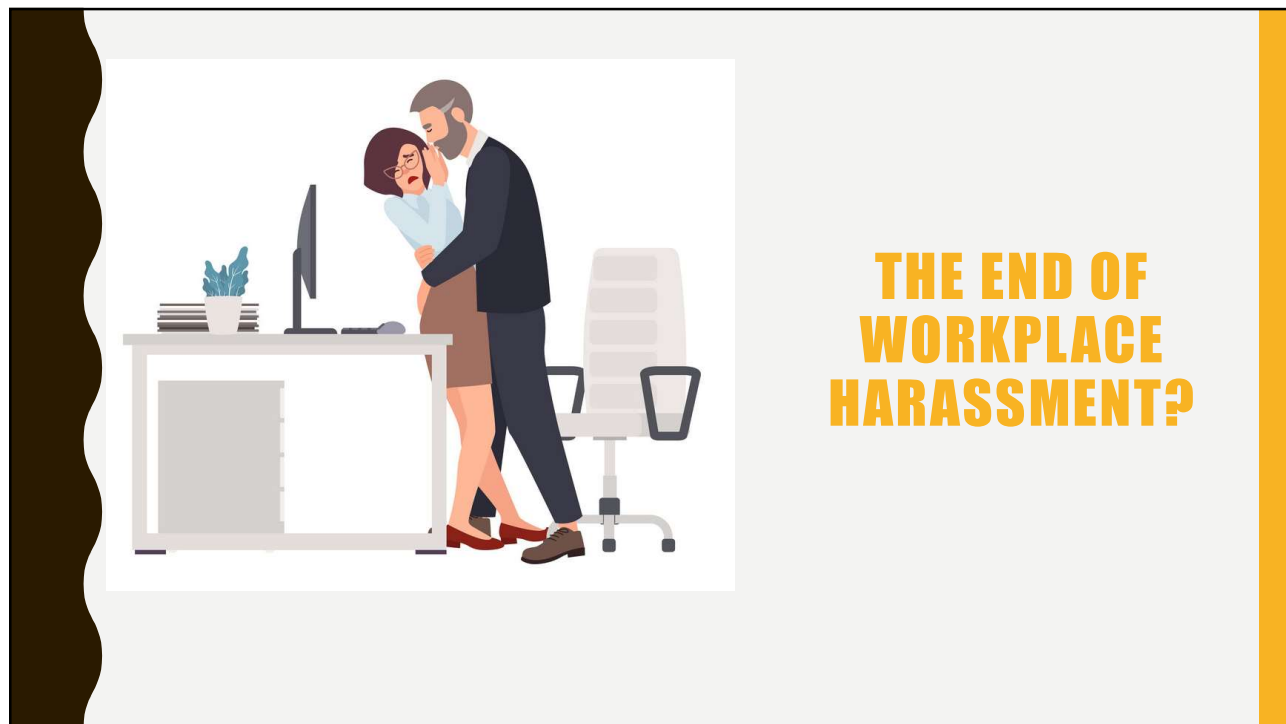


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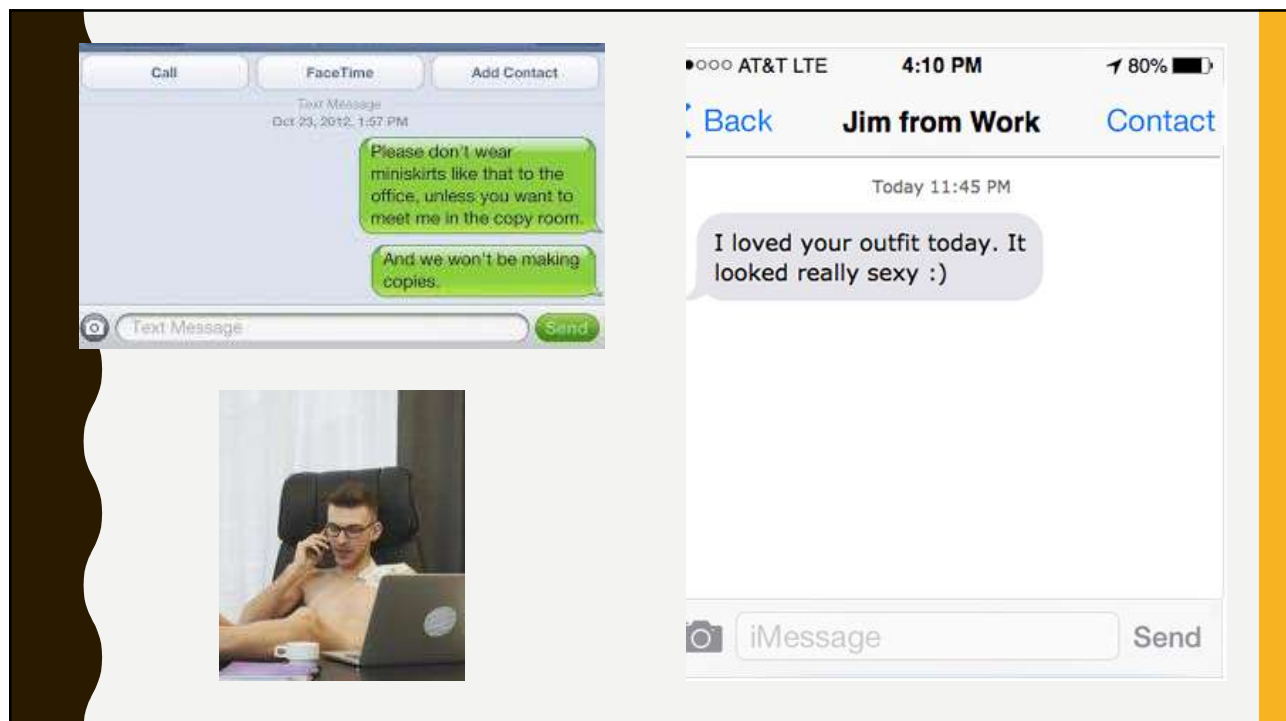
**If an employee is afraid to return to work, are they
eligible for sick leave under FFCRA?**



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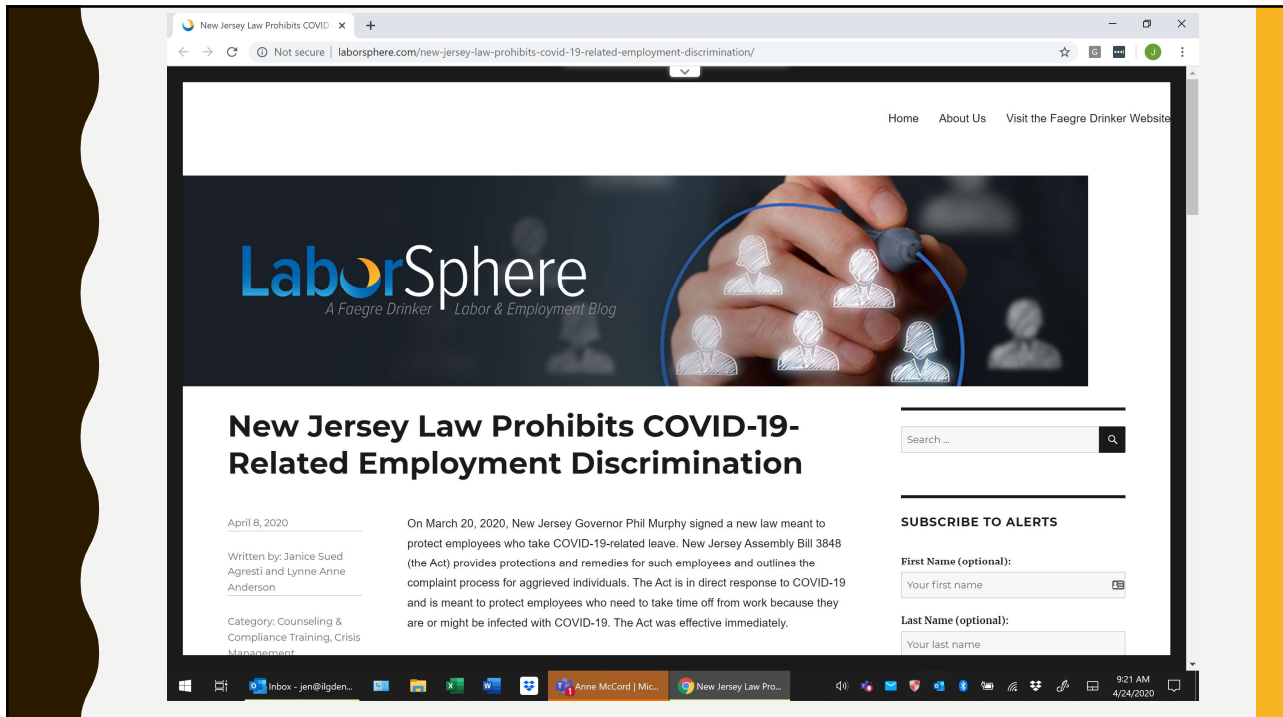
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WHAT ABOUT DISCRIMINATION COMPLAINTS?

CNN reported on April 10, 2020 that [The FBI reported](#) that Chinese and Asian Americans are now experiencing increased hate crimes due to the coronavirus global outbreak.

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A Faegre Drinker Labor & Employment Blog

New Jersey Law Prohibits COVID-19-Related Employment Discrimination

April 8, 2020

Written by: Janice Sued Agresti and Lynne Anne Anderson

Category: Counseling & Compliance Training, Crisis Management

On March 20, 2020, New Jersey Governor Phil Murphy signed a new law meant to protect employees who take COVID-19-related leave. New Jersey Assembly Bill 3848 (the Act) provides protections and remedies for such employees and outlines the complaint process for aggrieved individuals. The Act is in direct response to COVID-19 and is meant to protect employees who need to take time off from work because they are or might be infected with COVID-19. The Act was effective immediately.

Search...

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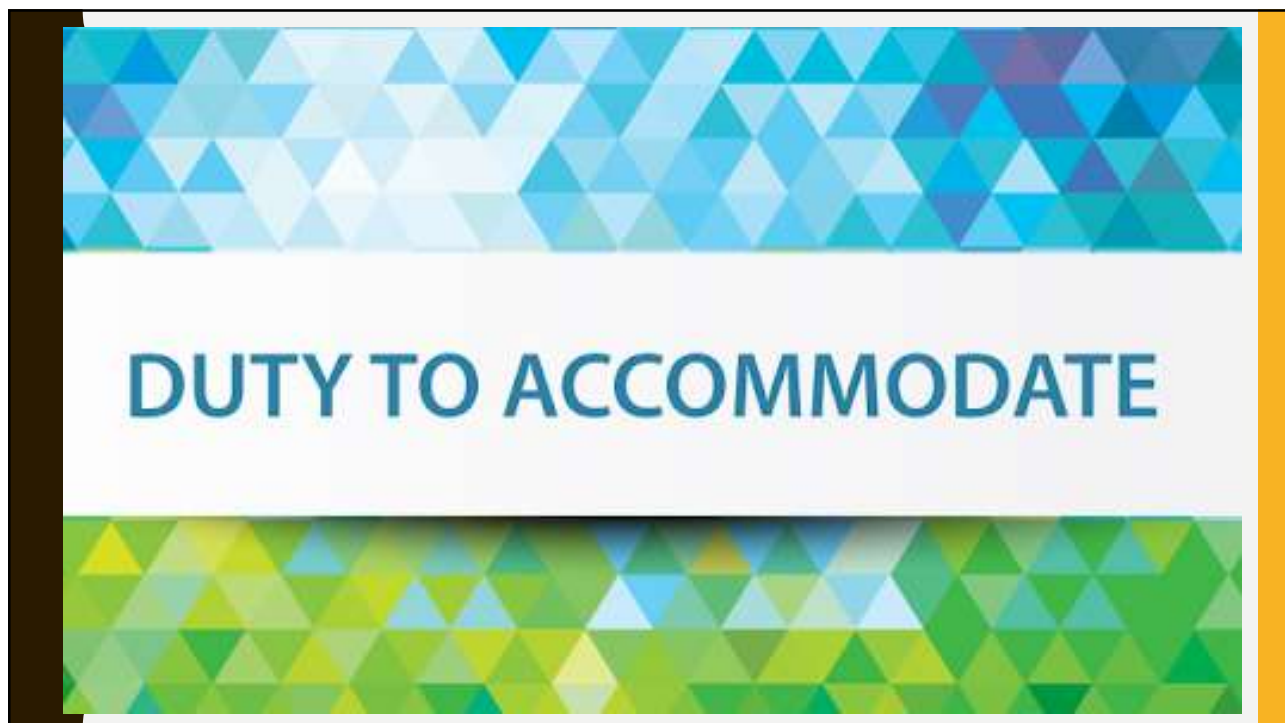
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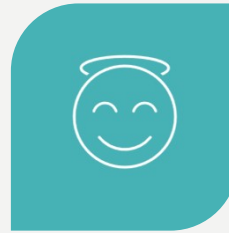


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**HIGHER UNEMPLOYMENT RATE + PERSONAL
STRESS + FEAR + SOCIAL ISOLATION =
HIGHER EMPLOYEE COMPLAINT RATE**



EMPLOYEE ENGAGEMENT IS
KEY TO MAINTAINING A
PRODUCTIVE WORKPLACE.



SATISFIED EMPLOYEES ARE
LESS LIKELY TO FILE FORMAL
COMPLAINTS.

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COVID 19 BULLYING



TIME THEFT

**RACE, AGE AND DISABILITY
DISCRIMINATION
AND HARASSMENT**

SAFETY COMPLAINTS



**MENTAL HEALTH
RELATED CLAIMS**

PPE SABOTAGE



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QUESTIONS?



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