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.
TODAY’S ROADMAP

• Employee Engagement
• Health and Safety
• Legal Considerations & What’s New?

(RE) ENGAGING YOUR WORKFORCE
#1 - CLEARLY DEFINE THE ‘NEW’ NORMAL

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

#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
#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

#4 – PROVIDE RESOURCES

- EAP
- Support groups
- Educational materials
#5 – ACKNOWLEDGE ESSENTIAL WORKERS WHO HAVE BEEN ON THE FRONT LINE

#6 - CELEBRATE

- The Team
- Accomplishments
- Milestones
- Client successes
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

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.
Are employers required to modify the physical workplace?

Must employers provide employees with personal protective equipment?
ARE EMPLOYERS REQUIRED TO MAINTAIN NEW CLEANING OR HYGIENE REGIMENS?

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

If an employee is afraid to return to work, are they eligible for sick leave under FFCRA?
THE END OF WORKPLACE HARASSMENT?
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.
NEW AGE BULLYING?

DUTY TO ACCOMMODATE
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.

COVID 19 BULLYING

TIME THEFT

RACE, AGE AND DISABILITY DISCRIMINATION AND HARASSMENT

SAFETY COMPLAINTS

MENTAL HEALTH RELATED CLAIMS

PPE SABOTAGE
QUESTIONS?

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