



ECONOMIC
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MITIGATING RISK IN THE WORKPLACE DURING COVID-19

The Economic Development Collaborative proudly hosted Nicole Kamm & Hannah Sweiss from Fisher Phillips on July 15, 2020 in a webinar on what employers can do to minimize risk as employees return to work.

Missed the webinar? You can watch it here <https://edcollaborative.com/covid19/> along with other helpful EDC webinars on COVID-19 response. You can also sign up for future webinars!

The big takeaway? Engage in conversation! It is critical to have an open dialogue with your employees on their concerns and needs as we all adapt to these rapid changes. Here are some highlight considerations and resource links from Nicole & Hannah:

Return-to-Work Considerations

- It is important to be aware of how federal, state, and local law affect your business according to your industry and size. Staying up to date on changes will help you determine how you can best provide protections for your employees.
- You can check the following links to review current information:
 - CDC: <https://www.cdc.gov/>
 - Cal/OSHA: <https://www.dir.ca.gov/dosh/coronavirus/>
 - EEOC: <https://www.eeoc.gov/wysk/what-you-should-know-about-covid-19-and-ada-rehabilitation-act-and-other-eeo-laws>
 - California and county specific guidance: <https://covid19.ca.gov/>

Safe Workplace Practices Steps

1. Re-evaluate your previous/existing policies to determine what needs to be changed in response to COVID-19 or to create new written policies when necessary. Your company's IIPP should be updated as necessary according to your business and industry needs. A Social Distancing Protocol Document should be outlined reporting on the implementations of social distancing efforts at your business.
2. Training should be implemented on new protocols, requirements, and policy changes for all levels of your company. Acknowledgement of training is important at every level verifying who received the training, on what date, and what information they reviewed.
3. Check out LA County's helpful safety protocol lists at <https://corona-virus.la/Business>. They offer lists of measures that can be implemented at your business across many industries. Both Fisher Phillips and the CA Department of Public Health have outlined guides on what to do when an employee has reported a positive COVID-19 test result. You can access them here <https://www.fisherphillips.com/resources-alerts-an-employee-has-covid-19-now-what> and here <https://www.cdph.ca.gov/Programs/CID/DCDC/Pages/COVID-19/Workplace-Outbreak-Guidance.aspx>

Paid Sick Leave Considerations

- Whether or not an employee will be entitled to sick leave will depend on your company policy, if they are covered under FFCRA, and if they have any sick leave left from company policy or FFCRA.
- The FFCRA Questions and Answers page has extensive answers on definitions, eligibility, coverage, application, and enforcement at: <https://www.dol.gov/agencies/whd/pandemic/ffcra-questions>

Employee Travel Considerations

The following are resources to help you track travel restrictions and COVID-19 risk by region:

- Travel recommendations by country: <https://www.cdc.gov/coronavirus/2019-ncov/travelers/map-and-travel-notice.html>
- Travel restrictions by state: [https://ballotpedia.org/Travel_restrictions_issued_by_states_in_response_to_the_coronavirus_\(COVID-19\)_pandemic,_2020](https://ballotpedia.org/Travel_restrictions_issued_by_states_in_response_to_the_coronavirus_(COVID-19)_pandemic,_2020)
- COVID-19 risk level dashboards by county provided by the Harvard Global Health Institute: <https://globalepidemics.org/key-metrics-for-covid-suppression/>

If you have specific questions or concerns, Nicole & Hannah are here to help.

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Hannah Sweiss (213) 330-4496 hsweiss@fisherphillips.com

You can also visit Fisher Phillip's COVID-19 Resource Center at <https://www.fisherphillips.com/>

You can watch Nicole & Hannah's advice!

Visit the Economic Development Collaborative's COVID-19 Business Resources page to watch previous webinars and access more information, resources, and guides to help your business at

<https://edcollaborative.com/covid19/>