

COVID-19 COMPLIANCE CONSIDERATIONS FOR A MULTIJURISDICTIONAL WORKFORCE

1

- ## SAFETY Employees & Customers
- Opening closing regulations
 - - Best practices/resources for tracking
 - Mask/social distance requirements
 - Employer requirements for providing masks/ppe
 - Tracking and enforcing isolation/quarantine timeframes
 - Handling customer contact

2

Essential v. Non-Essential

- Who is responsible for monitoring regulations state by state, county by county?
- What does "essential" mean?
- Best practices/resources for tracking
- Challenges in defining "essential"
 - Legislation
 - Job Duties
 - Accommodations

3

Communication Challenges

- Who can work remotely and who can't? (Culture challenges)
- Communicating policies & changes

4

Remote Workforce Challenges

	Expense Reimbursement	Illinois Expense Reimbursement Law California Labor Code 2802 Other States
	Wage and Hour considerations for Non-Exempt Employees	Timekeeping Overtime/Unpaid hours
	Privacy	Data Breach Laws Family/Shared Spaces

5

Remote Workforce Challenges

	Performance
	Teach Leaders to Lead
	Employee Engagement

6

What's Next?

- 100% return to office, remain remote or hybrid?
- Resuming business travel?
- Planning events?
- Requiring or tracking vaccines?

7

Contact Tracing/Covid Screening Considerations

Who handles Contact Tracing?

Human Resources
Health and Safety
Managers

Who Receives Notice

Close Contacts
California ETS/AB 685

8

Contact Tracing/Covid Screening Considerations

Data collection

- Transfer
- Retention
- HIPPA
- Consent/Disclosure

Apps

- Privacy
- Who is receiving the information
- Where is being stored?
- What is being stored?
- Consent or disclosure needed?

9

Contact Tracing/Covid Screening Considerations

On-site Testing and Contact Tracing

- How to implement
- Ever changing policies
- Testing Fatigue
- Testing after a Positive Result
- Privacy Considerations

10

Questions?

