

EMPLOYER CONSIDERATIONS COVID-19 PANDEMIC QUICK TAKES

What steps should an employer take to ensure employee health and safety?

- Establish safety protocols to provide a safe working environment for employees returning to work. These may be related to social distancing, sanitation, temperature checks, personal protective equipment, and the promotion of healthy hygiene practices. Be sure to check:
 - State or local recommendations or laws regarding protocols, such as requirements for masks or face coverings.
 - OSHA's Guidance on Preparing Workplaces for COVID-19.
<https://www.osha.gov/Publications/OSHA3990.pdf>
 - CDC's recommendations for policies and practices for businesses and employers.
<https://www.cdc.gov/coronavirus/2019-ncov/community/guidance-business-response.html>
 - EEOC's information on compliance on the ADA and other federal laws following COVID-19.
<https://www.eeoc.gov/coronavirus/>
- Ensure that everyone follows established protocols and state and local laws.
- Prioritize which workers return to work first.
- Work with individuals who have Covid-19 related concerns for returning to work. If employees refuse to return to work without Covid-19 related reasons, report those employees to your state labor department.