

Legal Issues Concerning COVID-19 Employee Screening

May 28, 2020



Littler[®]

Presented by



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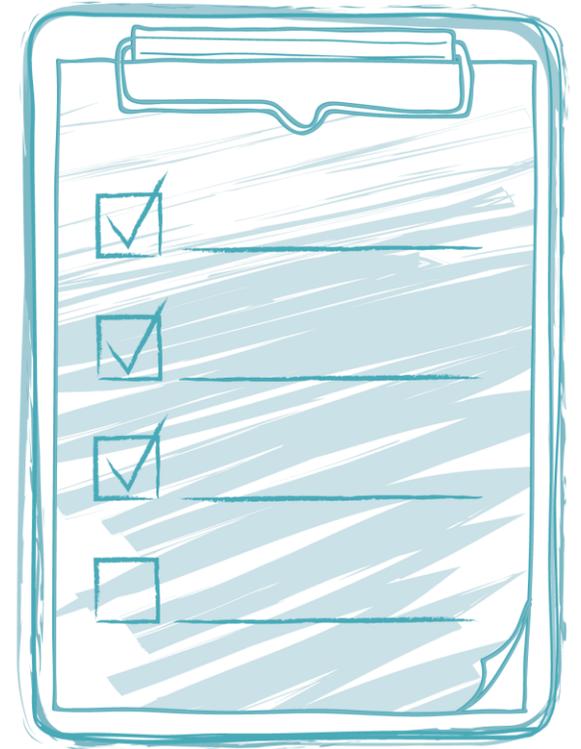
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Agenda

- COVID-19 Prevention, Preparedness, and Response Plan
- COVID-19 Testing
- Temperature Checks
- Health Questionnaires



COVID-19 Prevention, Preparedness, and Response Plan

- Important to develop a prevention, preparedness, and response plan specific to COVID-19.
- Communicate the plan regularly to all employees.
- Monitor developments and update the plan as necessary.
- The plan should have several major components.



COVID-19 Prevention, Preparedness, and Response Plan (cont'd)

Recommended Job Site Protective Measures

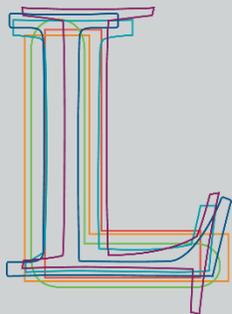
- Any employee/contractor/visitor showing symptoms of COVID-19 should be asked to leave the jobsite and return home.
- Safety meetings should be by telephone, if possible. During any in-person safety meetings, no gatherings of more than 10 people and participants must remain at least six (6) feet apart.
- Avoid physical contact with others and direct employees/contractors/visitors to increase personal space to at least six (6) feet, where possible.
- Where work trailers are used, only necessary employees should enter the trailers and all employees should maintain social distancing while inside the trailers.
- All in-person meetings should be limited. To the extent possible, meetings should be conducted by telephone.
- Consider whether to provide or encourage face covers on the job.

COVID-19 Prevention, Preparedness, and Response Plan (cont'd)

- Stagger breaks and lunches, if practicable, to reduce the size of any group at any one time to less than ten (10) people.
- Provide access to running water for hand washing if possible; otherwise provide alcohol-based hand sanitizers and/or wipes.
- Limit the use of co-workers' tools and equipment. To the extent tools must be shared, clean tools with alcohol-based wipes, consistent with manufacturers recommendations.

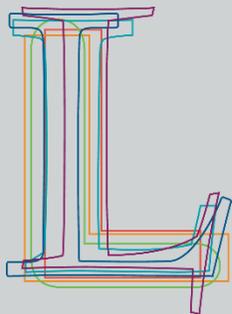
COVID-19 Prevention, Preparedness, and Response Plan (cont'd)

- Divide crews/staff where possible so that projects can continue working effectively in the event that one of the divided teams is required to quarantine.
- Minimize ride-sharing. While in vehicle, employees must ensure adequate ventilation.
- If practicable, employees should use/drive the same truck or piece of equipment every shift.
- In lieu of using a common source of drinking water, such as a cooler, employees should use individual water bottles.



Questions?

This information provided by Littler is not a substitute for experienced legal counsel and does not provide legal advice or attempt to address the numerous factual issues that inevitably arise in any employment-related dispute. Although this information attempts to cover some major recent developments, it is not all-inclusive, and the current status of any decision or principle of law should be verified by counsel.



Thank You!

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