

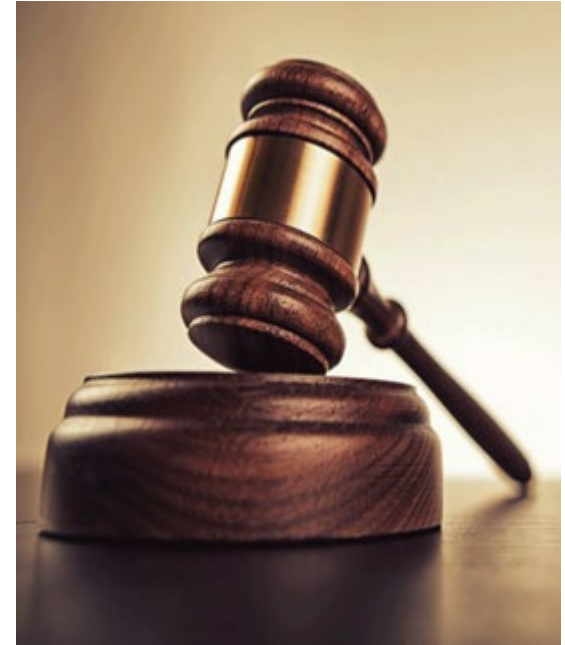


# RISK CONTROL ROUNDTABLE: SAFETY, SECURITY & HUMAN RESOURCES DURING COVID-19

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## Question 1 – Resuming Operations for Employees and Customers/Clients

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- How will we know if a Covid-19 case is work related?
- Can we ask employees to submit to daily temperature checks?
- What measures must be taken to open back up for customers and clients?
- With so much conflicting information coming from different agencies, how do office workplaces know when it is ok to reopen? Which agencies should we be following?

## Question 2 – Returning Employees from Furlough or Layoffs

- What are the issues we need to be aware of when bringing employees back from layoff and furlough?
  - Form I-9
  - Letters of offer
- How do we fairly decide to bring back from furlough or layoff and when?
- Can we lay of a furloughed employee who has a history of poor performance?

## Question 3 – Face Coverings

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- Can we force employees to comply with orders requiring face masks in public?
- I have an employee who has a medical condition that makes it difficult to wear a face mask, how do I handle that?
- Can we force customers/clients to wear a face covering when entering our business?

## Question 4 - Security

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- How do we plan for an instance of a customer/client refusing to wear a face covering and coming into conflict with our employees?
- What are the best practices for training employees to interact with customers/clients regarding requirements to wear facemasks?
- What are the de-escalation techniques we can utilize when dealing with potentially unruly customers/clients?

## Question 5 – Reopening Schools

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- What steps do we need to take to prepare our school to reopen?
- What are the best practices regarding screening students/parents before allowing them on busses and campuses?
- Who should we require to wear PPE once schools reopen? Do we need to provide that PPE?
- What are the best practices for safe classrooms?

## Question 6 – Policy Updates and Other HR Issues

- What changes or additions should we be making to our employment policies?
- Can employers restrict personal travel for employees?
- What does an employer do if employee comes into contact with a person who has tested positive for COVID-19?
- For people who will continue to telework, what policies or other things should we have in place?
- If an employee changes jobs, are they entitled to the 80 hours of EPSL with the new employer?
- We want to start a leave donation program in case we have employees that need it if they get sick. How do we do that?



# Contact Information

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