



Reopening the Workplace

COVID-19 Special Series:

How to Handle Sick Employees in the Workplace

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Scope and Usage of the Information

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Reopening the Workplace COVID-19 Special Series

The Institute is excited to announce a new webinar series to help employers navigate the unprecedented issues in the workplace arising from the Coronavirus pandemic.

This series focuses on reopening the workplace. Our Institute leaders, our nationally renowned faculty, and special guests will join together to discuss legal considerations, reassessing jobs in a changed environment, and challenges of managing remote workers.

Key Focus Areas

- Symptoms of COVID-19
- Health-related info employers can ask employees to provide
- When can/should employers take employees' temperatures
- Employee exposure or potential exposure to COVID-19
- When/if employers can disclose COVID-19 related health information to other employees, customers, or vendors
- Rights and benefits of employees
- When it is safe for employees to return to work

What are the symptoms associated with COVID-19 based on the latest guidance from the CDC?

What health-related information can employers ask employees to provide?

Can employers take employees' temperatures when they suspect s/he may have COVID-19?

What should employers do if an employee was exposed or potentially exposed to COVID-19?

Can employers disclose COVID-19 related health information to other employees, customers, or vendors?

What are some of the available rights and benefits to employees who have been exposed or potentially exposed to COVID-19?

When is it safe to return an employee
to work?

Key Takeaways

- Continue to monitor the workforce for symptoms
- Always follow the latest CDC guidance
- **The 3 S's: Separate, Send Home, Sanitize**
- Be proactive - but careful –w/ communications
- Employment laws remain in place

Upcoming Sessions

Issues with taking temperatures or otherwise checking employees for COVID-19 symptoms

How to handle employees who refuse to return to work

Pandemic return to work: What rights do employees have?

What are employer's legal obligations to restructure the workplace to comply with
CDC/OSHA Guidance

Reduction in Force (RIF) Tools and Methodologies

What should employers give WARN notices

Leveraging job analysis and competency modeling to better understand how to successfully “go
virtual” with jobs

Christy Kiely

Christy Kiely's practice focuses on affirmative action and audit defense before the OFCCP, pay equity analyses, sexual harassment and #MeToo investigations, employment litigation, training, and general employment advice. Christy has extensive nationwide experience defending OFCCP audits and EEO lawsuits for clients in a variety of industries, including defense, finance, healthcare, food services, retail, manufacturing and construction.

Christy offers pragmatic, real-world solutions for employment issues, developed over nearly two decades of legal practice.

Christy oversees an equal pay practice that includes proactive pay equity analyses and defense of pay equity claims. She enjoys conducting management and supervisor training on a wide range of legal and practical employment issues. Christy is active in state bar activities and performs substantial pro bono work, particularly for victims of domestic violence.

Joon Hwang

Joon Hwang is a Shareholder (Partner) at Littler Mendelson, P.C., the world's largest management-side labor and employment law firm. Joon represents employers in all aspects of labor and employment law, and has successfully defended clients in scores of complex, high profile individual, class, and collective actions; countless mediations and arbitration proceedings; and achieved exceptional outcomes in state, federal, and appellate courts as well as administrative agencies. A highly recognized and skilled litigator, Joon understands his clients' business objectives, and his pre-litigation and litigation strategies are designed to efficiently meet clients' business goals and minimize risks.

Joon has successfully defended clients in cases involving covenants not to compete or solicit, trade secrets, discrimination, harassment, retaliation, employee benefits, and various employment tort claims. He also has substantial experience in handling class, collective, and hybrid actions and mass arbitrations of claims under the Fair Labor Standards Act and state wage and hour laws. These actions include allegations of employee misclassification, off-the-clock work, and other wage-related issues.

Joon's practice resides in the Virginia, Washington, D.C., and Maryland region, but he has represented international, national, and regional clients across the country, including New York and California.