

Monday, May 4, 2020

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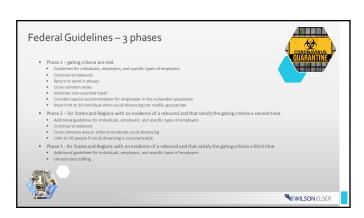
Welcome The presentation will begin at 1:05 p.m. CLE and CE credits are pending. Email alex.hernandez@wilsonelser.com if you wish to be contacted regarding CLE or CE credits for this webinar.

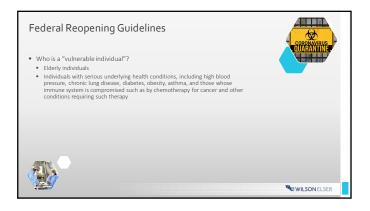








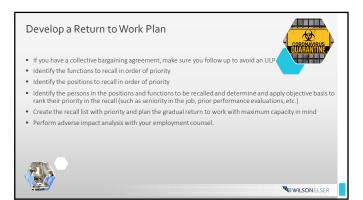


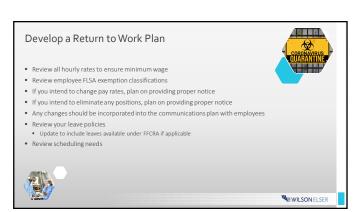


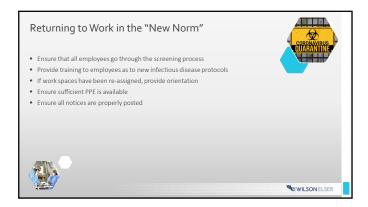




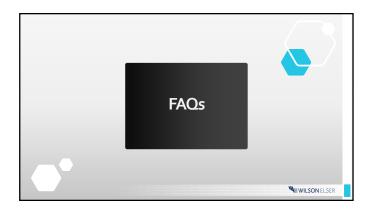
Screening Employees Are employers required to check employees' temperature and health symptoms? If you are going to do this, you have to plan accordingly. Is it practically possible? Who's going to do it? Are you going to pay employees for waiting to be screened? What protections in place for privacy and confidentiality? What rotterdia are you going to use? Are you going to going to use? Are you going to require your employees to test for COVID-19?











FAQs

- Can I fire employee for job abandonment if he/she does not respond to recall notice?
- Do I have to put him/her at the back of the recall list?
- $\bullet \quad \text{What if I don't want to recall the employee because of prior performance issues?}$
- What if the employee is afraid to return despite all of the precautions I have taken?
- What if the employee is afraid to return to work because of concerns about exposing other family members?
- What if I later learn that an employee has not been truthful about his or her exposure to the infectious disease?



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FAQs

- What if an employee tells me that he/she plans to travel to China on vacation? Can I tell him/her not to go?
- Can I prohibit business travel to China but not other locations?
- Can I prohibit travel to specific pandemic "hot-spots" in the US, such as NYC?
- Can I require employees to self-quarantine after they have travelled?
- Do I have to pay them while they are in self-quarantine?
- Do I have to provide notices and policies in Spanish?
- Can I decide not to recall employees who are Chinese because of concerns about exposure?
- How do I handle complaints from other employees who are concerned about working alongside an employee who is Chinese?



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FAQs

- Can I transfer employees from one location to another to avoid more restrictive stay-at-home or business closure orders?
- If an employee refuses to transfer to another location, can I terminate that employee for insubordination?
- What if the business does not come back up to sustain the employees I have recalled?
 Can I furlough them again?
- Can I still take disciplinary action against employees who are recalled to work?
- Can I tell employees who have other illnesses to stay home, such as a seasonal flu or cold or bronchitis or allergies?



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FAQs	
If an employee is showing symptoms of COVID-19 but cannot get tested, can I treat him as if he has tested positive?	
 If I limit or exclude vulnerable individuals from the workplace, am I treating that person "regarded as" having a disability? 	
 What if an employee asks for more protective measures that I cannot afford to provide? Am I supposed to treat these requests as a reasonable accommodation? Can I deny such requests? 	
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