

Stay updated about Coronavirus. The law is changing hourly. Do not rely on these materials without checking with counsel.



Phoenix Rising: Managing Your Company's Recovery Without Getting Sued

While businesses anticipate the recovery, many employees do not.

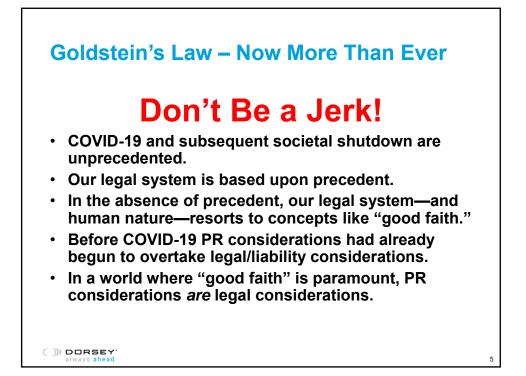
We're experiencing the most significant mass trauma since 2008. For many of us, this is the most significant business event we have experienced.

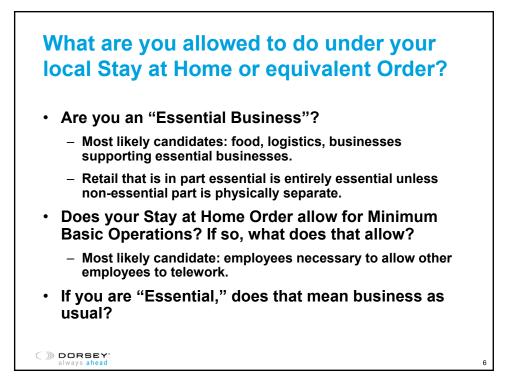
What are the implications of returning to work? Will there be a "new normal"?

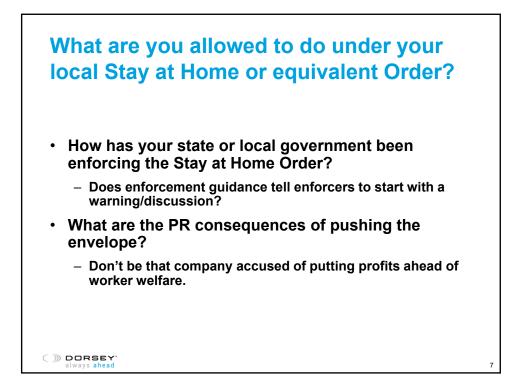
And how will employees adapt – or refuse to adapt?

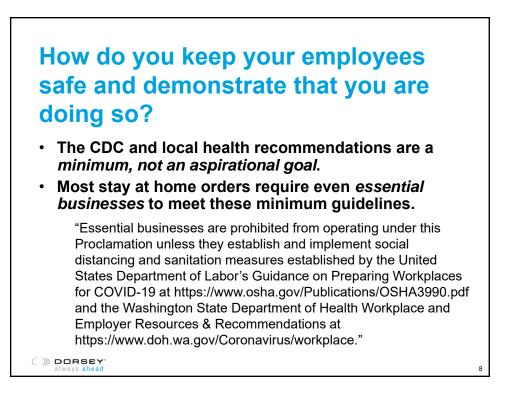
Dorsey & Whitney was the first law firm to have an employment law Interactive Dialogue going into COVID-19 on March 4 – join us as we anticipate return and recovery.

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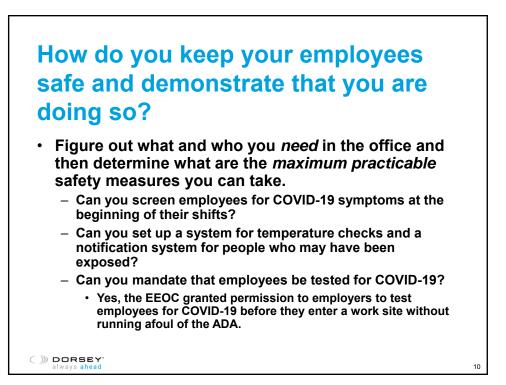




How do you keep your employees safe and demonstrate that you are doing so?

- Figure out what and who you *need* in the office and then determine what are the *maximum practicable* safety measures you can take.
 - CDC says 6 feet distance, but can you do 15?
 - Can you limit each worker to his or her own space with no overlap?
 - Can you disinfect all touched surfaces daily? Twice a day?
 - Can you do more but thinner staggered shifts?

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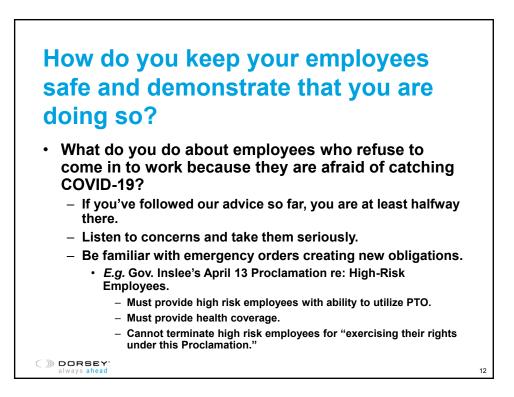
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 <u>Communicate</u> in detail the steps you are taking and highlight that you are going over and above what health officials are requiring and recommending.

- Show your employees that you are taking important steps to keep them safe.
- Have such communications ready for state and local agencies tasked with enforcing Stay at Home restrictions on essential businesses.
- The best way to win a fight over workplace safety is not have it in the first place!
- Clearly communicating the measures you are taking makes it harder to paint you as the bad guy.

11

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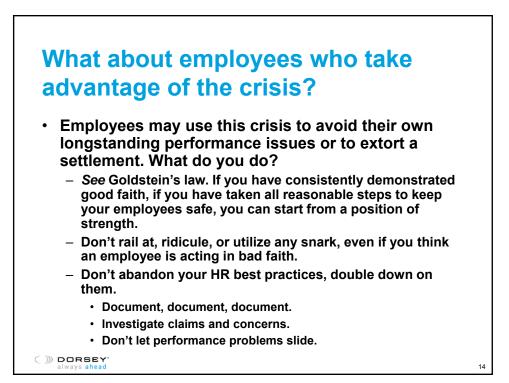


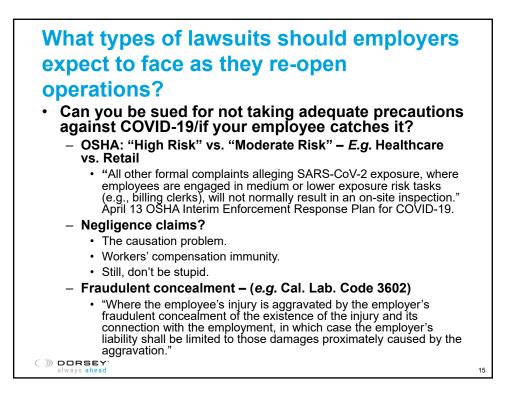
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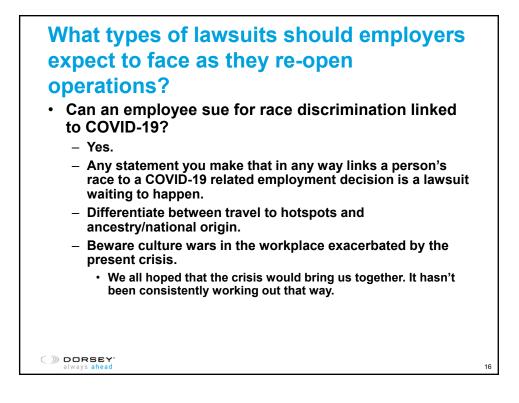
- What do you do about employees who refuse to come in to work because they are afraid of catching COVID-19?
 - For non-high risk employees, you can require them to come into the office if you are complying with Stay at Home and other orders.
 - BUT, beware tricky claims.
 - Fear of COVID-19 alone is not enough.
 - Underlying psychological disabilities? PTSD diagnosis?
 - Whistleblower retaliation if employee complains of safety violations?

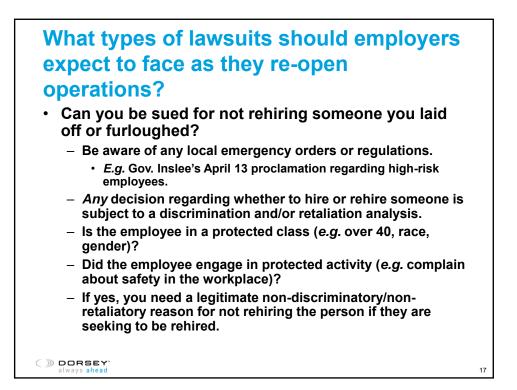
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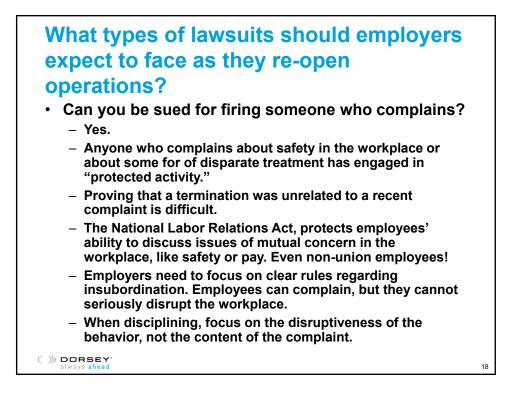
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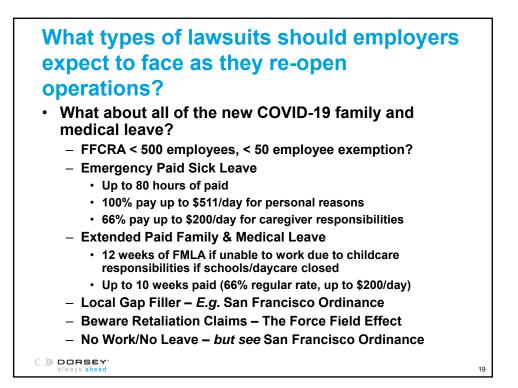


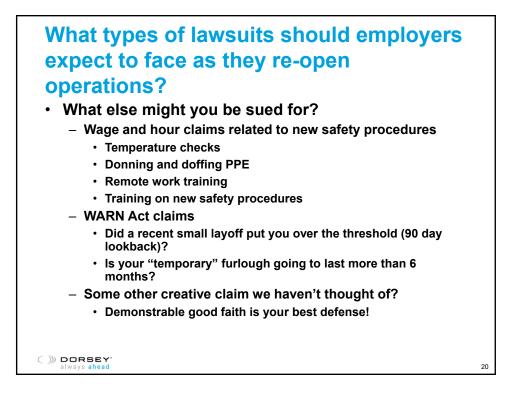


















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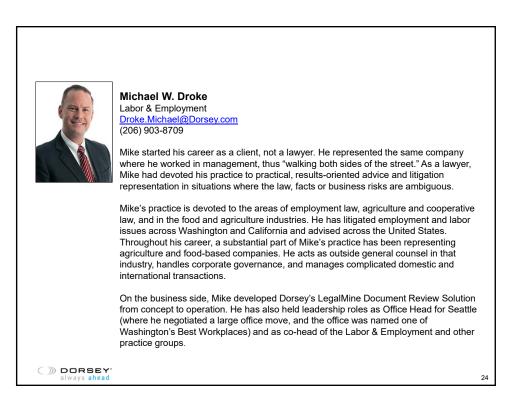
Need Credit?

Return your completed sign-in to: <u>attendance@dorsey.com</u>.

Questions

If you have questions, you are welcome to follow-up directly with the presenters or call on your trusted Dorsey contact.

23





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Aaron brings a decade and a half of experience to companies' quirkiest, thorniest, and most complex employment issues. Aaron also works with companies to develop policies and practices that are engines for business growth and that reflect the culture and values of the companies he represents. When Aaron's clients are faced with litigation, he aggressively pushes their cases forward to an efficient resolution.

Aaron advises businesses and provides litigation expertise on all employment related matters, from trade secret disputes and non-competition agreements to discrimination and harassment claims, under Oregon, Washington, and federal law. Aaron represents clients before the Oregon Bureau of Labor and Industries, the Washington Human Rights Commission, the Washington Department of Labor and Industries, and the federal Equal Employment Opportunity Commission.

Aaron represents companies in a wide variety of industries including, banking, financial services, computer software, semiconductor fabrication, retail, and medical supplies.

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25