

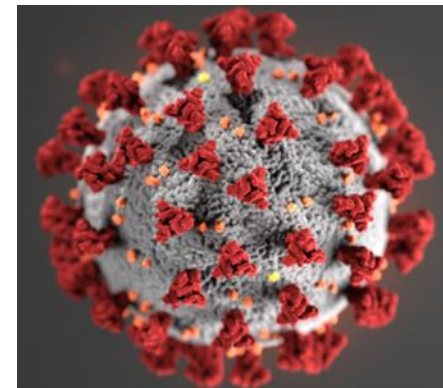
47th Annual National Conference

National Center for the Study of Collective Bargaining in Higher Education and the Professions

Resuming On-Campus Operations During COVID-19 Pandemic

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Return to Work Plans

At minimum, the plans should address:

- How and when employees will return to work;
- Workplace safety protocols and procedures;
- Changes to employee benefits and leave policies; and
- Lines of communication and the individuals who employees should contact if they have questions.
- Living Document
- Involve Key Stakeholders

OSHA

Duty to Provide a Safe Workplace

- Employers must provide a workplace that is free from recognized hazards that are causing or are likely to cause employee death or serious physical harm.

OSHA

The Occupational Risk Pyramid



Campus Safety Best Practices

Promote Behaviors that Reduce Disease Spread.

- Isolate
- Hand Hygiene and Respiratory Etiquette
- Face Masks
- Cleaning and Disinfecting Supplies
- Public Service Signs and Messages

Campus Safety Best Practices

Maintain Healthy Environments.

- Clean and Disinfect
- Shared Objects
- Ventilation
- Water Systems
- Modified Layouts
- Physical Barriers and Guides
- Communal Spaces
- Food Service

Campus Safety Best Practices

Maintain Healthy Operations.

- Gatherings
- Telework and Virtual Meetings
- Travel and Transit

Campus Safety Best Practices

Prepare for When Someone Gets Sick.

- Home Isolation Criteria
- Isolating and Transporting Sick Individuals
- Cleaning and Disinfecting
- Notifying Public Health Authorities and Close Contacts

Resuming On-Campus Operations

Employee Health-Related Questions and Medical Examinations

- Medical Questions
- Measuring Employee Temperature
- COVID-19 Testing
- Keep Employee Health Information Confidential

Resuming On-campus Operations

Employees Who Refuse to Return

- Employee Statutory Rights
 - OSHA
 - National Labor Relations Act
 - The Americans with Disabilities Act
 - Employees with Generalized Fear of Returning
 - Employees Unable to Perform Job's Essential Functions
 - Employees at Greater Risk of Contracting COVID-19 who Request an Accommodation
 - Employees at Greater Risk of Contracting COVID-18 who Don't Request an Accommodation

Resuming On-campus Operations

Families First Coronavirus Response Act

- Employees Unable to Work or Telework because school or Childcare is Not Available and the employee needs to stay at home to care for children.
- Employees Unable to Work or Telework Due to COVID-19-related Reasons

Resuming On-campus Operations

Employer Liability and Waivers

- Employees
- Students, Vendors, and Guests

