

/ Back to Business: Reopening the Workplace During the Pandemic

Guidelines for Employers

To ensure workplace safety and avoid liability, employers must make important changes as they reopen for business. Here are some general guidelines for employers:

- **Allocate Corporate Resources.** Designate a committee to implement a return plan before you reopen. Be deliberate, consistent, and sympathetic to employee concerns.
- **Health Screening.** Require employees to notify the company of COVID-19 symptoms or exposure and develop policies for positive tests. Consider whether to perform additional health screening (and understand the legal requirements).
- **Workforce Management.** Determine whether employees should return all at once or in staggered waves, and whether to implement alternating schedules to reduce office density. Communicate with employees clearly and effectively. Understand and comply with the obligations of the National Labor Relations Act, Occupational Safety and Health Act, Anti-Discrimination laws, and Wage & Hour laws.
- **Secure the Work Facility.** Follow OSHA guidance to maintain a safe physical workspace. Sanitize, distance, and make physical modifications to reduce employee and customer proximity. Develop safe policies for worksite visitors, food delivery, mail services, etc.

Read more: [Back to Business: Considerations for Reopening and Operating a Business in the Wake of COVID](#)

For additional guidance on COVID-19, please check out our [COVID-19 Task Force Page](#):

[COVID-19 Task Force](#)

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Ben Stockman counsels employers in all areas of labor and employment law. He has handled a range of legal matters involving wage and hour issues, employment discrimination, equal pay, family and medical leave, disability, and employee discipline and termination. He also handles traditional labor matters, including defending companies in proceedings before the National Labor Relations Board. He has a bicoastal practice and advocates for employers in federal and state courts, including preliminary injunctions, trials, appellate practice, depositions, subpoenas, and motions practice. Ben has substantial experience defending clients against employment collective and class actions.

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The employers we represent span industries – federal, state, and local government entities; healthcare and life sciences; entertainment; gaming; nonprofits; construction; independent schools, both public and private, and other educational institutions; private equity; retail; hospitality; food services; and manufacturing, to name a few.

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