

Work**Smarts** Half-Day Seminar

Pandemic Response Team: Lessons Learned from COVID-19

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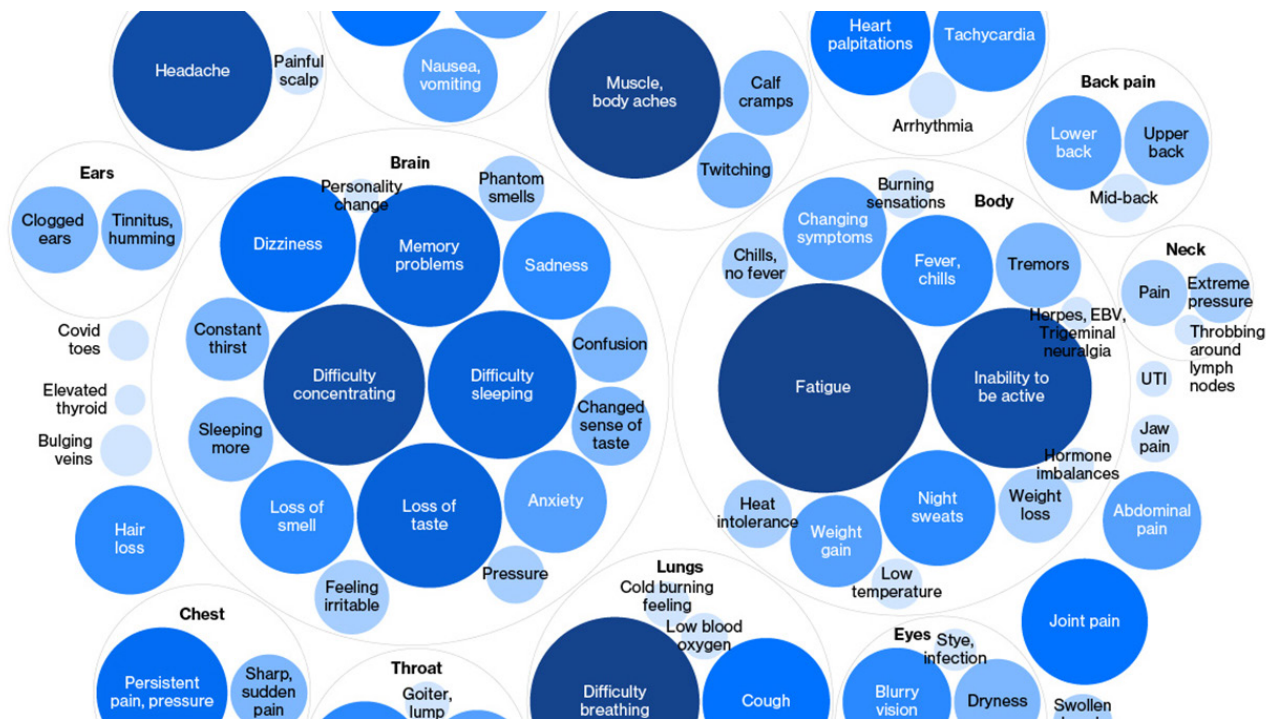
Leave Laws

- State and Local Paid Leave Laws
- FMLA
- FFCRA
- Voluntary COVID leave

ADA Accommodations

- Leave
- Additional remote work
- Exceptions to mask mandates

Long COVID



Remote work

Zoom meeting,
audio only



Zoom meeting
with video



Safety Issues

- Closings
- Health screenings
- Masks, social distancing, other workplace changes

Employee Fears and Challenges

- Fear of getting COVID
- Opinions about masks, vaccines, treatment

Path out of the Pandemic – New Employer Mandates

- Will require that all employers with 100 or more employees to mandate vaccine or conduct weekly testing
 - Implemented through OSHA
 - Emergency Temporary Standard
 - No effective date announced, but will be effective upon publication under federal statute
- Will require employers with 100 or more employees to provide paid time off to get vaccinated or recover from side effects
 - Implemented through OSHA temporary standard
- Will require all federal employees and employees of federal contractors to be vaccinated
- Will require health care workers at Medicare and Medicaid participating hospitals and other health care settings to be vaccinated

Path out of the Pandemic

- Calling on states to impose mandatory vaccination requirements for all school employees
- Calling on entertainment venues to require proof of vaccination or testing

Path out of the Pandemic: Timing

- OSHA Standard
 - Unknown
- Federal contractor requirements
 - September 24 task force report
 - October 15 implementation of contract clauses

Vaccines

- Mandates
- Incentives
- Penalties

Lessons Learned

- Legal team responses
- Overall preparedness



Pandemic Preparedness

- In a fast moving environment, employers should strive for maximum flexibility and continual communication with employees about policies, practices, and procedures.
- Areas that are challenges for compliance, such as administration of leaves of absence and ADA compliance, remain challenges when faced with novel developments in the workplace like the COVID-19 pandemic. Staying up to date in these areas assists employers to address fast-moving developments.

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Top Tips

Thank You



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