

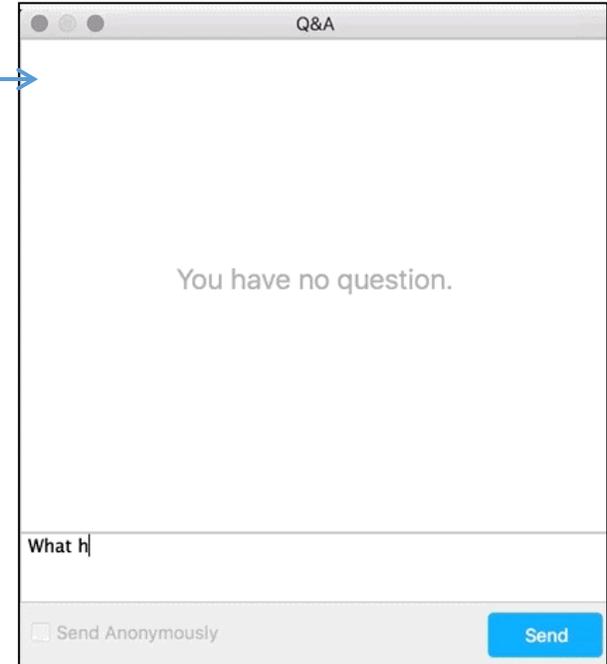


The Latest on COVID-19 ("the coronavirus"): What You Need to Know

Wednesday, March 11, 2020
4:00 – 5:00PM

Webinar Procedures

- All lines will be muted
- Please submit all questions using the “Q&A” chat box
- Email Diane Engel at dengel@nebgh.org with any issues during this webinar
- **The recording and .PDF of this presentation will be shared**



Q&A

You have no question.

What h|

Send Anonymously

Send



Dr. Mark Cunningham-Hill

Medical Director

Northeast Business Group on Health

Lindsay Jubelt, MD

Chief Medical Officer and Director of
Operations, Employer Health Centers
Mount Sinai Health System

Lisa Santos

Director of Member Relations
Mount Sinai Health System

Susan Gross Sholinsky

Member of the Firm – Employment, Labor
& Workforce Management Practice
Epstein Becker Green

COVID-19 CoronaVirus

- What you should know
- What companies and individuals can do
- Q&A



**Mount
Sinai**

COVID-19 CoronaVirus

Lindsay Jubelt, MD

Chief Medical Officer, VP of Operations
Mount Sinai Solutions

Lisa Santos

Director, Member Relations
Mount Sinai Solutions



**Mount
Sinai**

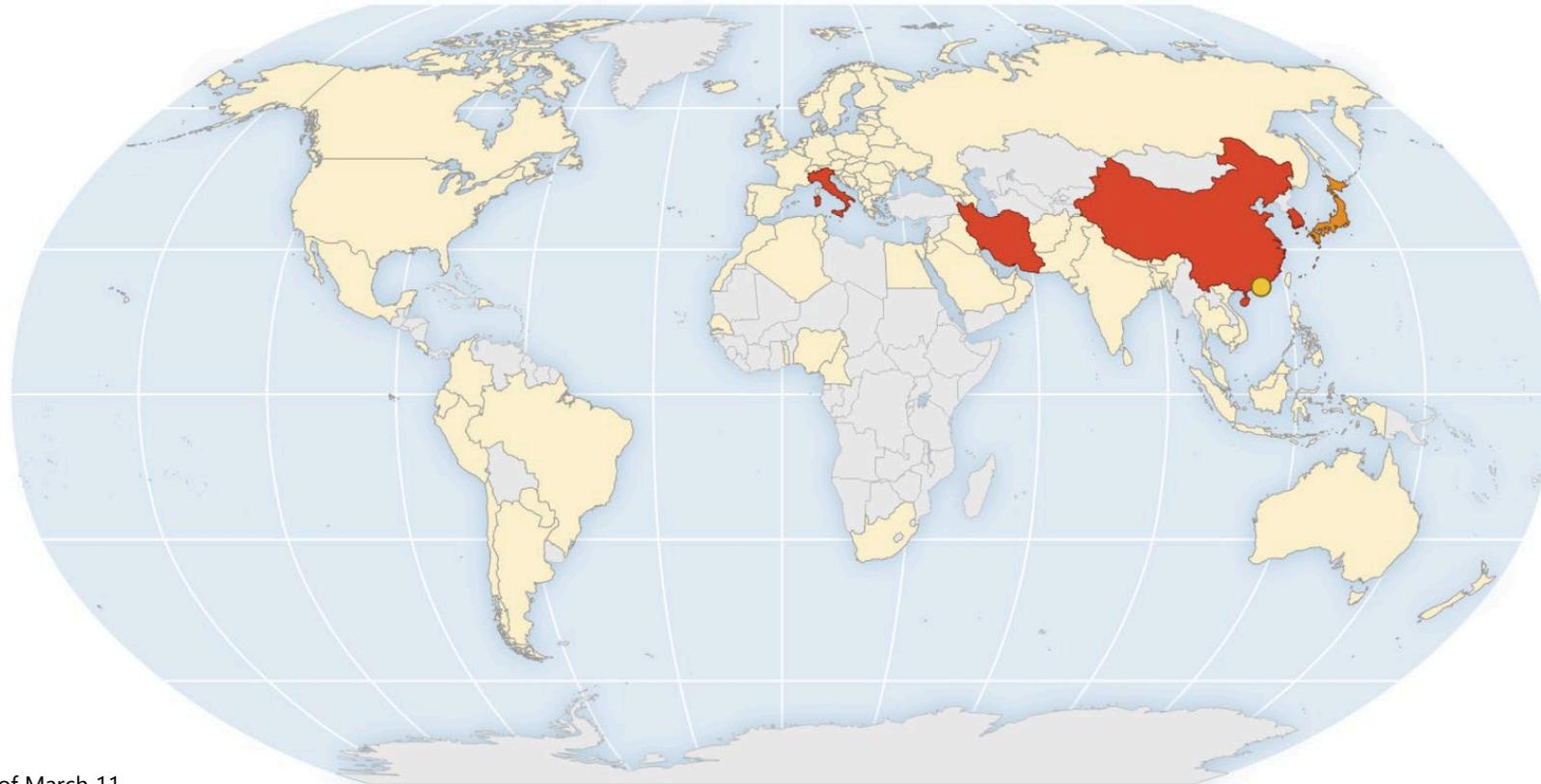
- COVID-19 is a respiratory (breathing) illness caused by a novel (new) coronavirus that was first identified during an outbreak in China
- Originally linked to a large seafood and animal market, suggesting animal-to-person spread
- **Symptoms:**
 - **Similar to the flu: fever, cough, and shortness of breath**
 - **Usually arise within 2-3 days of exposure, but could take as long as 14 days to develop**
- Outbreak locations with Level 3 Travel Advisories:
 - China, Italy, Iran, and South Korea

How it spreads

- Person-to-person happens among close contacts (about 6 feet) via respiratory droplets produced when an infected person coughs or sneezes
- A person can get COVID-19 by touching a surface or object that has the virus on it and then touching their own mouth, nose, or possibly their eyes
- Typically, with most respiratory viruses, people are thought to be most contagious when they are most symptomatic (the sickest)

Coronavirus: Where The CDC Says To Avoid Travel Or Take Precautions

WARNING LEVEL 3	ALERT LEVEL 2	WATCH LEVEL 1
RECOMMENDATION Avoid Nonessential Travel	RECOMMENDATION Practice Enhanced Precautions	RECOMMENDATION Practice Usual Precautions
AFFECTING China, South Korea, Iran, Italy	AFFECTING Japan	AFFECTING Hong Kong



NPR, as of March 11

New York

- Declared state of emergency
- 180+ confirmed cases in New York state
 - 40+ confirmed cases in New York City
- Thousands of New Yorkers currently in home isolation
 - Most have recently returned from countries where the outbreak has been most severe: China, Italy, Iran, and South Korea
- New York City began its own testing last week - the ability to test readily may rapidly show the extent of the disease

NYTimes, as of March 11

What we are seeing

- COVID-19 has infected more than 110,000 persons worldwide
- Mortality rate from COVID-19 is likely overestimated as there are undiagnosed individuals who are asymptomatic or may only have mild symptoms
- Many people experience only minor symptoms, and some of the first patients in the United States have already recovered and returned to daily life
- Elderly and individuals with respiratory disease or compromised immune systems are most at risk for getting very sick
 - Heart disease, diabetes, lung disease

WHO, as of March 11

How to protect yourself

- Perform hand hygiene either with alcohol-based hand sanitizer (at least 60 percent alcohol) or soap and water (for 20 seconds)
- Cover your mouth and nose with a tissue or your sleeve (not your hands) when coughing or sneezing
- Keep your hands away from your face -- don't touch your eyes, nose, or mouth, especially with unwashed hands
- Avoid close contact with people who are sick
- Avoid (as much as possible) large groups and events, ie, subways, conferences
- Clean and disinfect frequently touched objects and surfaces
- Stay home when you are sick. If you become sick at work, go home immediately
- Restrict travel as much as possible

What companies can do

Educate

- Ensure all employees are educated on COVID-19, how to prevent getting sick, and how to prevent the spread of infection
-

Protect

- Encourage employees to practice good hygiene, protecting themselves
-

Mitigate Exposure

- Enforce that individuals stay home if they are sick
 - Prepare and test a full-office work from home strategy
 - Limit number of guests to your office (ie. Meetings, interviews, etc)
 - Cancel large meetings and events to not gather large groups
-

Restrict Travel

- Restrict unnecessary travel and do not send employees to outbreak locations: China, South Korea, Iran, and Italy
- If an employee has returned from international travel to one of the outbreak locations, request they work from home for 14 days before returning to the office

Questions

Creating a Coronavirus Response Plan: A How-To Guide for Employers

Epstein Becker & Green

March 13, 2020

Presented by



Susan Gross Sholinsky

Member of the Firm
Sgross@ebglaw.com
(212) 351-4789

Agenda

- ✓ What You Can Do to Help Keep Your Employees and Your Workplace Safe?
- ✓ Frequently Asked Questions

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What Can We Do, as Employers, to Protect Our Employees?

Encourage Proper Hygiene

- Encourage frequent hand washing, as recommended by the CDC.
- If you can't wash your hands, use hand sanitizer.
- Avoid touching hands to mouth or hands to food without washing, and avoid touching hands to eyes, nose, and mouth to the extent possible.
- Sneeze into a tissue, and then discard it immediately. If no tissue, sneeze into your elbow.
- Clean your work station, and avoid unnecessarily touching communal equipment.



Business Travel and Business Meetings

01 Suspend all non-essential business travel to countries listed as high-risk by the CDC (currently, China, South Korea, Italy, Iran, and Japan).

02 Encourage the use of teleconferences or video conferences instead of attending in-person conferences.

03 Avoid large gatherings of people, even within your own office, where it is not absolutely necessary.

Required Employee and Third Party Reporting

- Require employees to report to HR if they (or a household member):
 - Has recently returned from a CDC elevated risk country
 - Has been exposed to someone who has COVID-19
 - Intends to travel to a CDC elevated risk country (whether for business or pleasure)
 - Intends to attend a large conference, or one with international attendees
- Require employees who are sick to stay (or go) home
- Require employees hosting meetings in the office to ask all attendees, at least one day prior to the meeting:
 - if they (or anyone in their household) has traveled to a CDC elevated risk country within the last 14 days
 - If they are sick, including whether they are exhibiting flu-like symptoms
 - If answers are affirmative, individual should not be permitted to attend
- Consider asking the same of vendors or other individuals entering your office



Where is the Workplace?

Managing Remote Workers in Response to COVID-19



- If your business can sustain a large scale work from home arrangement for your employees, consider doing so.
 - Isolation can protect your employees from the harms inherent in person-to-person transmission, both in the workplace itself and during the commute to work.
 - Ensure technology can handle large scale remote work for extended periods.
- If you can't support a large scale work from home arrangement:
 - Consider encouraging employees to stagger their work schedules (e.g., some work only Monday through Wednesday and others Thursday and Friday)
 - Invest in deep cleaning services and encourage your employees to wipe down surfaces with bleach or alcohol based cleaners.
 - Consider asking some employees to work from other offices or company locations – this way, not all employees will be impacted if a worker contracts COVID-19 and comes to work.

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Frequently Asked Questions



Must we pay employees who are out for COVID-19-related reasons?

- Quarantine v. sick employee v. sick family member v. public health emergency
 - Exempt v. Non-Exempt
 - Policies (vacation, personal days, sick time)
 - Other available benefits (STD, PFL, workers' comp)
-

What if employees request to stay home?

- Consistency
- Applicable policies
- Accommodation issues

Employer FAQs

Is the Company permitted to ask symptomatic employees who have gone to a doctor if they have the COVID-19?

If employee is confirmed to have COVID-19, what is the best way to inform other employees without violating ADA and other privacy rights?

I am uncomfortable with allowing anyone on our premises without medical clearance while this virus exists. Can (should?) we require a doctor's note as a condition of returning to work?

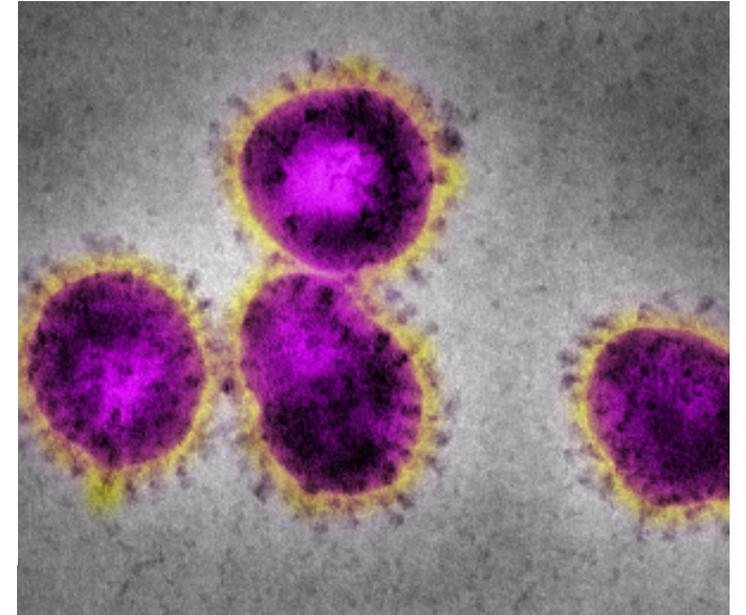
Can we enforce this 14-day period for non-COVID-19 illnesses (i.e., common cold, regular flu?)

Epstein Becker Green Coronavirus Resource Center

Epstein Becker Green Coronavirus News and Updates

Employers throughout all industries, and particularly those within health care, are now grappling with how to deal with the various implications of the coronavirus (COVID-19) on their businesses and workforce.

Please see below for our latest news, [subscribe for email notifications](#), and revisit for updates.



**Health Care &
Life Sciences**

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www.ebglaw.com/coronavirus-resource-center/

Questions?

