

Proactively Addressing COVID-19 in the Workplace

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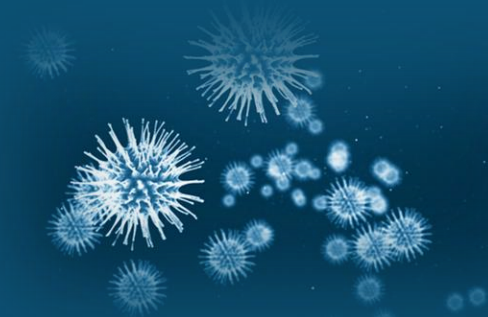
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Agenda

- The Plan for Today
 - Chartered Waters
- Workplace Safety Measures
- Various Employee Scenarios
- Legal Implications
- Current Best Practices / Common Approaches

Groundwork

- The Virus: Symptoms and Status
- Resources: Guidance from King County and the CDC
 - CDC Guidance: <https://www.cdc.gov/coronavirus/2019-ncov/index.html>
 - King County Guidance: <https://www.kingcounty.gov/depts/health/communicable-diseases/disease-control/novel-coronavirus.aspx>
- We Have Been Here Before

Implementing Safety Measures

▪ Protecting Against Transmission

- Personal hygiene (frequent handwashing, sanitizers, cough into elbow, etc.)
- Social distancing (removal of higher risk individuals from workplace)
- Deep cleaning / sanitizing

▪ Screening?

- Healthcare vs. Non-Healthcare Employers
- Obligations to Unions
- Confidentiality Issues



Employees

- Just Returned from Level 3 Country
- Had Direct Contact with COVID-19 Positive Person
- Has Cough or Fever / Symptomatic
- Tests Positive
- In Vulnerable Category / No Symptoms
- Not in High Risk / No Symptoms / Requests to Work from Home



Potentially High Risk Employees

Those who traveled to countries currently with a CDC warning level, or had recent contact with COVID-19 Positive Person

- Stay Away from Work?
- Pay?
 - Exempt vs. Non-Exempt
- Workers Comp / Unemployment?
- Return to Work Requirements?
- Communicating with Co-Workers?
- Communicating with Union?



Symptomatic Employee



- Stay away?
- Pay options?
- Return to work requirements?
- What do you tell other employees?
- What do you tell a union?

When an Employee Tests Positive

- When can the employee **return**?
- **Tell co-workers?** A union?
- Any **reporting obligation**?
- **Workers comp** available?



Highly Vulnerable / No Symptoms

- Highly Vulnerable
 - Those over 60
 - Compromised immune systems
 - History of heart, lung, or kidney disease
 - Pregnant
- **Stay away?** Required or recommended?
- **Pay options?**
- **Return to work** requirements?

Employee Requests to Work from Home

- **Duty** to grant request?
 - Does it matter if they are in the high risk category (pregnant or over 60)?
- What if the job **cannot** be done from home?
- **Pay options?**



Current Best Practices / Stay Home?

- Just Returned from Level 3 Country
- Had Direct Contact with COVID-19 Positive Person
- Has Cough or Fever / Symptomatic
- Tests Positive
- In Vulnerable Category / No Symptoms
- Not in High Risk / No Symptoms / Requests to Work from Home

Required – 14 days

Required – 14 days

Required – Until Cleared

Required – Until Cleared

Recommended

Optional

Current Best Practices / Pay

- Tests Positive

Sick Leave / PTO / Vacation / STD / State Paid Leave/Potential
Workers Comp

- Symptomatic

Sick Leave / PTO / State Paid
Leave

- Asymptomatic: recent travel/direct contact

PTO / Vacation / Extra? /
Unemploy

- Asymptomatic: vulnerable category

PTO / Vacation / Extra?

- Uncomfortable

PTO / Vacation

Thank you



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Additional Resources

- DWT's Coronavirus (COVID-19) Response Team
 - <https://www.dwt.com/gcp/virus-response>
- CDC Guidance
 - <https://www.cdc.gov/coronavirus/2019-ncov/index.html>
- King County, Washington Guidance
 - <https://www.kingcounty.gov/depts/health/communicable-diseases/disease-control/novel-coronavirus.aspx>