

Phase 2: Return to Work

Presented by Dillon Health



A PLAN

What now?

On May 26th Nevada Governor Steve Sisolak announced Nevada will be moving into “Phase 2” of the reopening plan. While many restrictions have been lifted, there are still many precautions that must be taken to ensure the health and safety of Nevadans.

Dillon Health, Inc has sourced information from several of the leading authorities such as OSHA, Centers for Disease Control and Prevention (CDC), Equal Employment Opportunity Commission (EEOC), the Health District and the Nevada Office of the Labor Commissioner (DOL) in order to provide employers a succinct resource guide to protecting their employees, patrons and their business.



Healthy Business Operations

Considerations

An Employer must take steps to reduce the spread of COVID-19 among employees, clients, patrons, and patients.

Develop a Return-To-Work Checklist: We found the following list developed by Employment Attorneys Dickinson Wright to be very comprehensive.

[Return-To-Work Checklist](#)

Stay Informed. We like local labor attorneys Holland & Hart's new [Coronavirus Resource Site](#) for employer ongoing education.

OSHA has published a new OSHA poster aimed at reducing workplace exposure. [Get it here.](#)

Communicate, train and document processes, and protocols. Fisher Phillips has developed an incredibly thorough [FAQ](#) where you are sure to find the answer to any of your questions not directly addressed in this guide.

General Operations:

- All employers must provide face coverings for employees assigned to serving the public and shall require these employees to wear the face coverings.
- Prohibit gatherings of 50 or more people.
- Promote frequent and thorough hand washing, including providing workers, customers, and worksite visitors with a place to wash their hands. If soap and running water are not immediately available, provide alcohol-based hand rubs containing at least 60% alcohol.
- Routinely clean and disinfect surfaces and equipment with Environmental Protection Agency-approved cleaning chemicals.
- Provide sanitation and cleaning supplies for common surfaces in multiple user mobile equipment and multiple user tooling.
- Provide access to potable and sanitary water (Required/29 CFR 1926.15 or 29 CFR 1910.141)
- Provide training on sanitization practices.
- Establish an Employee Health Screen, and complete it each day upon employee arrival.
- Remind employees to practice social distancing.

“The future depends on what we do in the present”

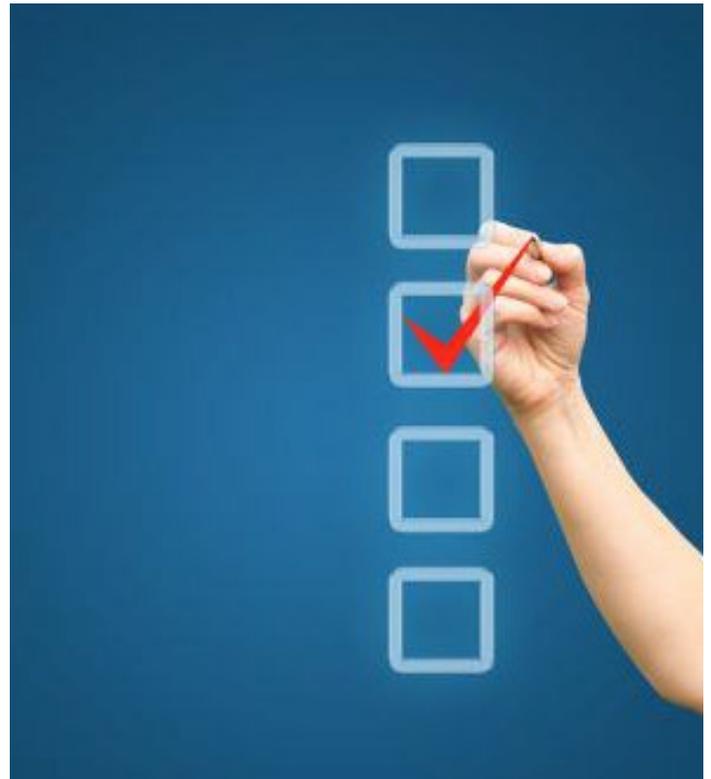
-Mahatma Gandhi

Decisions Making

With Phase 2 of re-opening underway, chances of exposure to the Coronavirus will increase as we return to work, commerce, restaurants, and other services. New statistics indicate that far more people have been infected than previously thought. As we step into re-opening our economy, testing will continue to be an important part of decision making for public officials, employers, and individuals. As of March 2020, the COVID-19 pandemic meets the “direct threat standard” which gives employers the ability to require antibody testing as a return to work criteria. Testing can be done locally for as little as \$10 with no physician’s referral required. [Click here for more information.](#)

What to do when an employee has COVID-19 symptoms, tests positive or has been in contact with a COVID-19 positive individual?

Employers should encourage sick employees to stay home. Sick employees should follow [CDC-recommendations](#) and should not return to work until the criteria to discontinue home isolation are met, in consultation with healthcare providers. Employees who are well but who have a sick family member at home with COVID-19 should notify their supervisor and follow [CDC recommended precautions.](#)



Employees Who Can't (or Won't) Return to Work

As an employer you may have implemented your best planning effort and still have employees that may be reluctant to return to work for a variety of reasons, including underlying health conditions or family members with such, lack of financial incentive, general fear or lack of child care. We would encourage employers to work with employees individually to find the best solution while being mindful of any applicable FMLA or EFMLA (Emergency-FMLA) requirements. EFMLA applies to businesses under 50 employees, but only covers absences due to school and childcare closures.

Continue to Leverage Technology

Chances are that over the last two months you have used technology to keep some level of your organization going. You should continue to do so where it makes sense.

Dillon Health, Inc will now offer all clients an online benefits administration system at no cost! This system will streamline Open Enrollment-no more chasing paper applications, give employees access to view their benefits anytime, house all required notifications and give employers HR support. To find out when your group is scheduled to transition or if you are not yet a Dillon Health, Inc client and would like to learn more about us, [contact to us today!](#)



Sources:

<https://www.dol.gov/agencies/whd/pandemic>

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https://www.eeoc.gov/eeoc/newsroom/wysk/wysk_ada_rehabilitaion_act_coronavirus.cfm

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