

# Practice and Policy Considerations in Advance of Return to Work

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## **Prolonged Remote Work**

Consider augmenting existing remote work policies, or creating a new robust remote work policy that specifies which positions are permitted to telework on a more permanent basis, and the procedures for ensuring their continued success.

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## **Social Distancing in the Office**

Everything from the number of individuals allowed in meeting rooms to general office layout may need to be altered.

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## **Screening Employees Temperatures**

The U.S. Equal Employment Opportunity Commission (EEOC) has provided guidance that allows employers to ask workers about potential COVID-19 symptoms and take their temperatures, so long as the practice is not discriminatory.

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## **Use of Facemasks**

Organizations should consider what types of services they provide and check with local guidance. While masks can help prevent the spread of COVID-19, according to the Center for Disease Control (CDC) guidance, these are critical supplies that should be reserved for healthcare workers.

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## **Leave Policies**

Federal laws like the Families First Coronavirus Relief Act have drastically altered the leave landscape. Additionally, many state and local paid sick leave laws have also been modified based on COVID-19-related absences. Employers must consider whether their existing policies need modification to ensure compliance with such changes.

