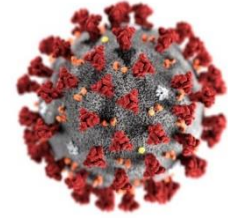


## Coronavirus (COVID – 19) Safety



Not every business is able to maintain daily operations remotely, so employers must take additional steps to ensuring their employees have a safe work environment.

Q: I can't have my employees work from home, what can I do to make it safer for them to come to work?

A: The Centers for Disease Control and the North Dakota Department of Health are encouraging business owners stay current on the latest information on COVID-19 and take precautions to reduce the spread. Simple steps, such as increasing routine cleaning and disinfecting surfaces, equipment, and other elements using Environmental Protection Agency (EPA)-approved disinfectants are helpful in maintaining a clean workspace. More information can be found at <https://www.cdc.gov/coronavirus/2019-ncov/community/guidance-business-response.html>

Q: How can my employees practice social distancing at work?

A: When telecommuting is not possible, employers should consider the possibility of staggering shifts or implementing flexible working hours. Discourage employees from sharing desks, offices, phones and other equipment.

Q: My employees interact with customers frequently. What can I do to protect them?

A: When possible, install physical barriers and minimize face-to-face contact by limiting the public's access to specific areas of the business. Make tissues, soap, water and disposable towels, or disinfecting hand sanitizer, available for all customers and staff.

Q: Are employees who contract COVID-19 eligible for workers' compensation benefits?

A: No. Diseases to which the general public outside of employment are exposed are specifically excluded from workers' compensation coverage in North Dakota. COVID-19 fits into this exclusion. Even though it may be contended an employee contracted COVID-19 while working, the employee is not eligible for workers' compensation benefits for this type of illness.

Q: Is an employee who telecommutes eligible for workers' compensation benefits?

A: Yes. In general, workers' compensation coverage extends to employees who telecommute. Keep in mind WSI must evaluate the facts and circumstances of each claim before a coverage determination can ultimately be made.

Additional Workforce Resources:

North Dakota Workforce Safety & Insurance

<https://www.workforcesafety.com/news/covid-19-frequently-asked-questions-employers>