



Working Together - The New Workplace After COVID-19

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COVID in California



- **TOTAL CASES: 151,829+**
- **DEATHS: 5,082**
- **IMPORTANCE OF COLLABORATION BETWEEN EMPLOYERS AND EMPLOYEES**
- **POTENTIAL LITIGATION**



Returning to Work



- **PHASED RE-OPENING**
- **RULES ARE COUNTY AND CITY SPECIFIC**
 - **“SAFER AT HOME ORDER”**
- **BEST PRACTICES: BE SAFE & BE REASONABLE**
 - **OFFERING EMPLOYEES PPE**
 - **SOCIAL DISTANCING**
 - **LIMITING SIZE OF GATHERINGS**



Changes in Employment Law



- **Family Medical Leave Act**
- **Families First Coronavirus Response Act**
 - **Emergency Paid Sick Leave Act**
 - **Emergency Family and Medical Leave Expansion Act**



Unemployment Benefits



- **Executive Order N-62-20:** Creates a time-limited rebuttable presumption for accessing workers' compensation benefits applicable to Californians who must work outside of their homes during the stay at home order.
- **Employees remain nervous to return to work as businesses begin to reopen.**



Workplace Accommodations



- **The Fair Employment and Housing Act – What are Employers required to do under the law?**
- **Employee requests for COVID-related accommodations**



THANK YOU!

Please contact us with your questions:



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