



# RETURN TO WORK

## STAY IN THE SAFE ZONE

As employers begin to navigate the post-COVID-19 workplace, they face a number of safety and legal challenges. Getting ahead of these challenges can help employers ease employee concerns, keep both employees and the public safe, and help organizations return to regular operations.

Morgan Lewis Resources Workplace Training and Consulting has developed a course to help employers educate employees on safely returning to their workspaces. With a focus on social distancing, cleanliness, and personal protection—and drawing on recommendations from the Centers for Disease Control and the knowledge of Morgan Lewis’s Coronavirus COVID-19 task force—the program delivers practical and effective advice to participants. The course is designed to comply with state laws mandating “back to work” safety training and is delivered by webinar so employees can participate in it before their first day back on site.

This highly engaging training for managers and employees covers the following topics:

- Why all employees must continue to practice safety measures regarding distancing, cleanliness, and personal protection
- Best practices for handwashing, hand sanitizing, mask wearing, disinfecting, and distancing
- Practical scripts for de-escalating conflict as employees adjust to new workplace requirements
- Legal issues at the intersection of the Americans with Disabilities Act and COVID-19 (manager course)
- Disciplining non-compliant employees (manager course)
- Responding to employee illnesses at work and at home
- Keeping health information, including COVID-19 information, confidential
- Review of employer’s specific social distancing plan

Employers have a critical and meaningful opportunity to keep both their employees and their communities safe. Given the high contagion rate of COVID-19, this is a shared responsibility with every employee. Since we are all only as safe as our least compliant worker, training on these topics will help everyone stay safe as they return to their workplaces.

