

The background features a light gray gradient with several realistic water droplets of various sizes scattered across it. In the center, the words "BACK TO BUSINESS" are written in a large, bold, black, sans-serif font. Behind this main text, the same words are repeated in a much larger, lighter blue, semi-transparent font, creating a layered effect.

# BACK TO BUSINESS

BRINGING EMPLOYEES BACK FROM FURLOUGH AND LAYOFF

The background features a light gray gradient with several realistic water droplets of varying sizes scattered around the edges. In the center, there is a faint, circular, concentric pattern that resembles a ripple or a stylized sunburst.

# **THE THREE-PHASED APPROACH**

# GATING CRITERIA

*To be satisfied before proceeding to phased comeback.*

- Downward trajectory of influenza-like illnesses within a 14-day period; AND
- Downward trajectory of COVID-like syndromic cases in a 14-day period.

Symptoms



- Downward trajectory of documented cases within a 14-day period; OR
- Downward trajectory of positive tests as a percent of total tests within a 14-day period.

Cases



- Treat all patients without crisis care; AND
- Robust testing program in place for at-risk healthcare workers, including emerging antibody testing.

Hospitals



# PHASE ONE

*So, your state or county passed the gating criteria . . .*

- Some businesses to remain closed: schools, daycares, camps, bars.
- Senior living facility special restrictions.
- Some large venues may operate under strict social distancing protocols: sit-down dining, theaters, sports venues, etc.
- Elective surgeries may resume.

## PHASE TWO

*For states and regions with no evidence of a rebound and that satisfy the gating criteria a second time.*

- Daycares and camps can re-open.
- Senior living facility restrictions remain in place.
- Large venues may begin to relax physical distancing protocols.
- Gyms must still operate under strict distancing and sanitation measures.
- Bars can operate with diminished occupancy.

## PHASE THREE

*For those states and regions with no evidence of a rebound and that satisfy the gating criteria a third time.*

- Visits to senior care facilities and hospitals can resume.
- Large venues can operate under limited physical distancing protocols.
- Gyms can remain open if they adhere to standard sanitation protocols.
- Bars may operate with increased standing room occupancy.

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**PREPARE FOR THE COMEBACK**

# EMPLOYER CONSIDERATIONS

Decide which employees to bring back first.

- e.g., Critical functions, seniority, highest performers first, etc.

Consider the role of each returning employee.

- Will they be doing the same role, a modified role?

Gauge which employees are ready to return.

- Can be done via survey of furloughed or laid off employees.



# SAFETY PLAN DEVELOPMENT

## Social Distancing

- For employees, do you intend to bring them back in phases, or on a rotating schedule, or all at once?
- If customers are coming in, how will you help to create 6 feet of space among customers and employees?
- Does it make sense to bring in screens to divide employees from customers?
- Which areas are small and frequently have employees visiting them?
- How will you replace mass meetings?

# SAFETY PLAN DEVELOPMENT

## Sanitation

- What equipment and items are most frequently touched and how will you sanitize them?
- What is the schedule for sanitation of workstations, equipment, and so on?
- Who will be responsible for sanitation practices?
- Will you place hand sanitizer or post reminders to wash hands in strategic locations?

## PPE

- Face masks.
- Gloves.

# SAFETY PLAN DEVELOPMENT

## Monitoring & Response

- Can you require testing for symptomatic employees? What about asymptomatic employees?
- Can you temp check employees?
- How will you be flexible and accommodate employees who are vulnerable to COVID-19?
- What if an employee refuses to work?
- What will you do if an employee tells you they have COVID-19?

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**THANK YOU**