

HR: Rights, Policies & Recruiting

1) Guidance requested from Government to:

- A. Understand if overall health checks and sending employees home that do not meet working health standard comply with HIPPA, CARES Act and other government regulations.

2) Creation of a health check policy by businesses

- A. Many businesses, especial those public facing are introducing a health check like checking someone's temperature
- B. Include simple questions: Are you feeling well, do you have a cough, temperature or have you lost your sense of smell?
- C. Employee (Worker) must stay home if they are not well.

3) HR policy changes (Current versus what would help employees to return to work)

- A. PTO (Paid Time Off) or sick leave what happens when it runs out?
- B. Employee answers a health question and must stay home, do the get paid if out of PTO or sick leave.
- C. Updated Communications, training, education based on new social distancing policies and those implemented to deal with COVID
- D. Changes to the recruiting process (e.g., virtual interviews)
- E. Policies for monitoring/auditing compliance, enforcement and penalties