

# HR Strategies During COVID

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HR Strategies

17<sup>th</sup> Annual Local Government Seminar

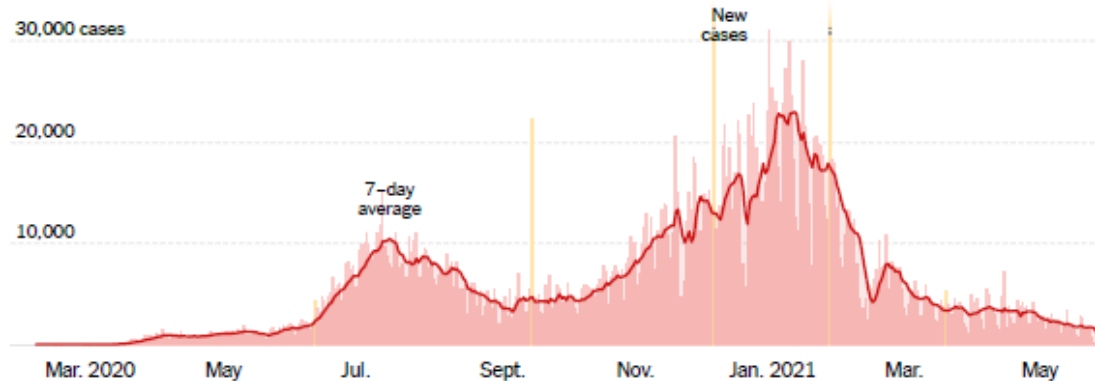
OLSON & OLSON <sup>LLP</sup>

# Current COVID-19 Cases Trends

## Tracking Coronavirus in Texas: Latest Map and Case Count

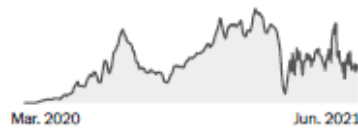
Updated June 6, 2021

### New reported cases

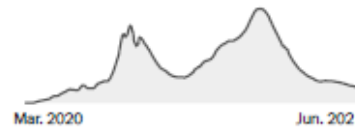


These are days with a reporting anomaly. [Read more here.](#)

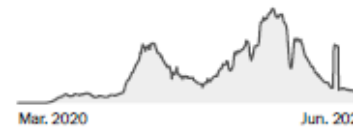
### Tests



### Hospitalized



### Deaths



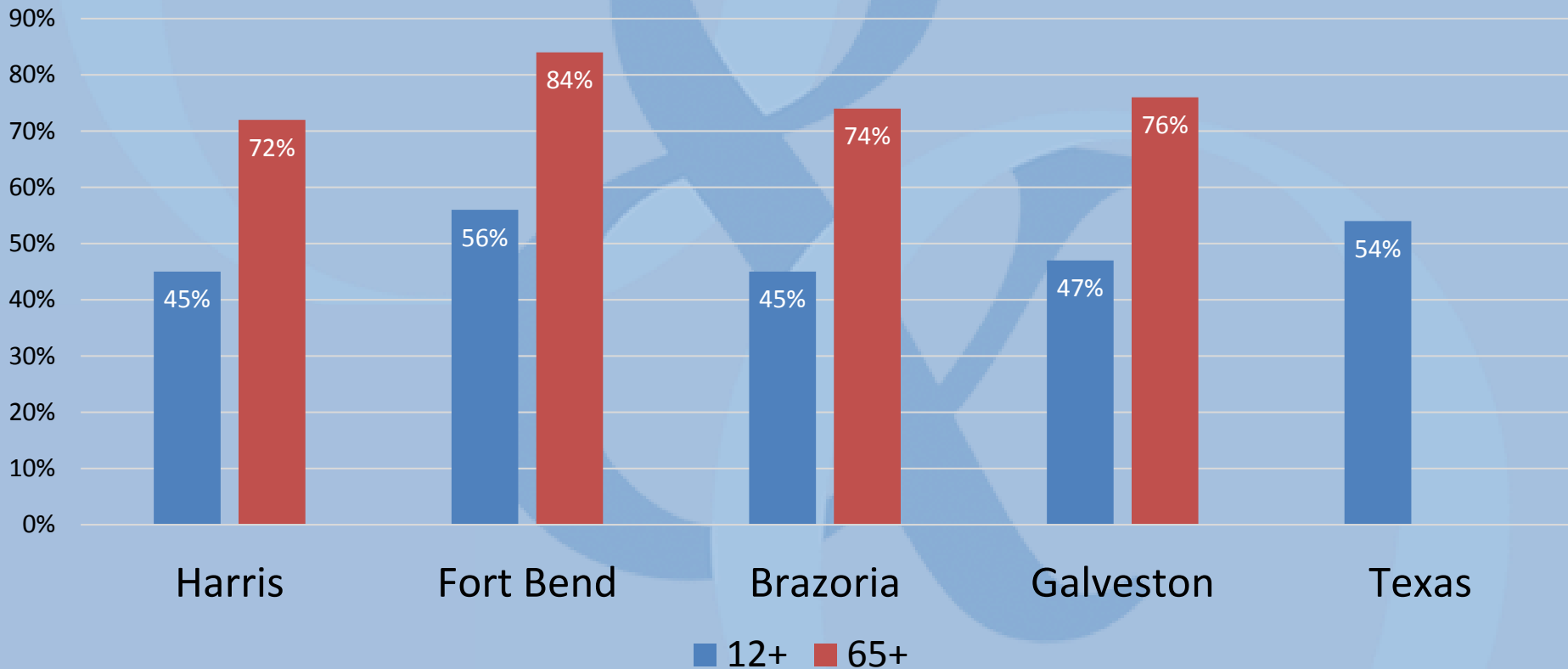
	AVG. ON JUN. 5	14-DAY CHANGE	TOTAL REPORTED
Cases	1,332	-24%	2,956,935
Tests	51,936	-13%	—
Hospitalized	2,085	-22%	—
Deaths	31	-18%	51,874



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# Current Vaccine Trends

## Percentage of Population Fully Vaccinated



Source: [Texas Department of State Health Services Vaccine Data Dashboard](#) (6/6/2021).

# strat·e·gy

- a plan of action or policy designed to achieve a major or overall aim.



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# Overall Aim

Ensure Employee Health and  
Safety



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# The Best Defense is a Good Offense

- Develop a COVID-19 Prevention Plan
  - Avoid potential liability
  - Keep current employees safe and willing to return to the office
  - Recruit new employees



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# Screening

- The EEOC declared COVID-19 as a direct threat
- ADA restriction on medical inquiries does not prohibit asking:
  - Have you been exposed to COVID-19?
  - Are your symptoms consistent with COVID-19?



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# Contact Tracing

- Employee is confirmed/suspected case of COVID-19
- Send all employees who had close contact home to quarantine
- Let employees know when to return to work



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# Masks and Social Distancing

- Executive Order GA-36
- CDC
- OSHA

What if employees are not vaccinated?



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# Encourage the COVID-19 Vaccine

- Executive Order GA-35
- Incentives
- Accommodations:
  - Religious
  - Medical
  - Pregnancy



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# Additional Leave

- Consider paid leave for:
  - Getting COVID-19 tested or vaccinated
  - Recovery from COVID-19 or the vaccine
  - Quarantine
- Remember ADA and FMLA leave



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# Employee Mental Health

- Recognize the impact of COVID-19
- Communicate strategies
- Consider employee re-engagement



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# In summary, be flexible and have a plan.

- No matter what the case counts are, employee health and safety is a priority.
- Consider contingency plans and options for the next emergency.
- Be agile, anything could happen.



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# Resources

## Health and Safety:

[Protecting Workers: Guidance on Mitigating and Preventing the Spread of COVID-19 in the Workplace](#)

[General Business Frequently Asked Questions | CDC](#)

[Construction COVID-19 Checklists for Employers and Employees | CDC](#)

## Legal Employment Issues:

[What You Should Know About COVID-19 and the ADA, the Rehabilitation Act, and Other EEO Laws](#)

[Job Accommodation Network](#)

[Workplace SARS-CoV-2 Testing: Consent Elements and Disclosures | CDC](#)

## Contact Tracing and Return to Work:

[Interim Guidance on Duration of Isolation and Precautions for Adults with COVID-19](#)

## Other Employer Resources:

[CDC Social Media Toolkit | CDC](#)

[Harris County General Public Guidance](#)

# HR Strategies

**The time to work harder,  
better, faster, stronger...  
is now!**

