

GPBCH: Employer's Forum **COVID-19 Workforce Issues**

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Visit Our COVID-19 Disease Resource Center



[Ballard Spahr COVID-19 Resource Center](#)

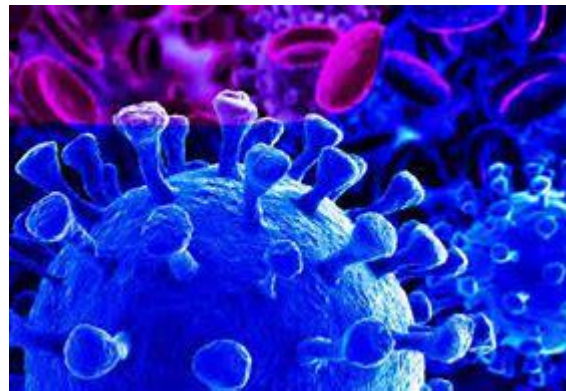
Continued Sheltering

- Re-evaluation of Employment Actions
- PPP Loan Forgiveness
- WARN
- FFCRA Leave
- Wage and Hour

Resumption of “Normal”

- Executive and Public Health Orders
- Duty of Care / OSHA
- Screening and monitoring employees
- Recall process and rehiring terms
- Workers’ Comp / Occupational Disease
- Break in service issues
- ADA/FMLA/Leave Laws

COVID-19 Update for Employers
Understanding the Epidemic
& Practical Recommendations
With a Focus on Re-opening



April 2020

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CDC Recommendation *COVID-19 Treatment*

- Similar to common flu
 - Get flu vaccine annually
 - Supportive – **rest, analgesics, fluids**
 - Contact PCP if illness worsens – short of breathe
- Hospitalization
 - Those with respiratory distress



GAME CHANGERS (Phase III)

- Antivirals
 - Many research protocols – meta-analysis
- Vaccines
 - Human Trials Beginning
- Antibody Production
 - Under research protocols
- Serologic Testing
 - Only a few weeks away but accuracy may be an issue

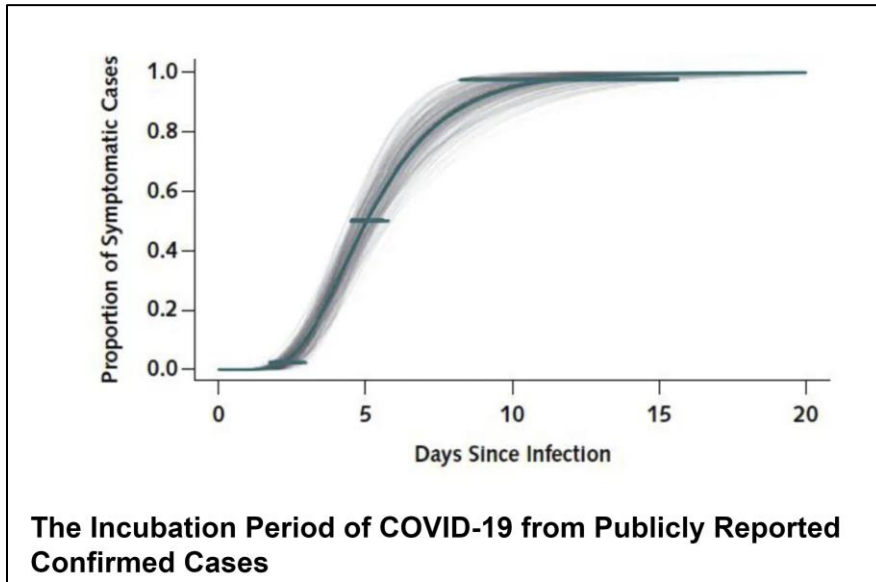


Testing

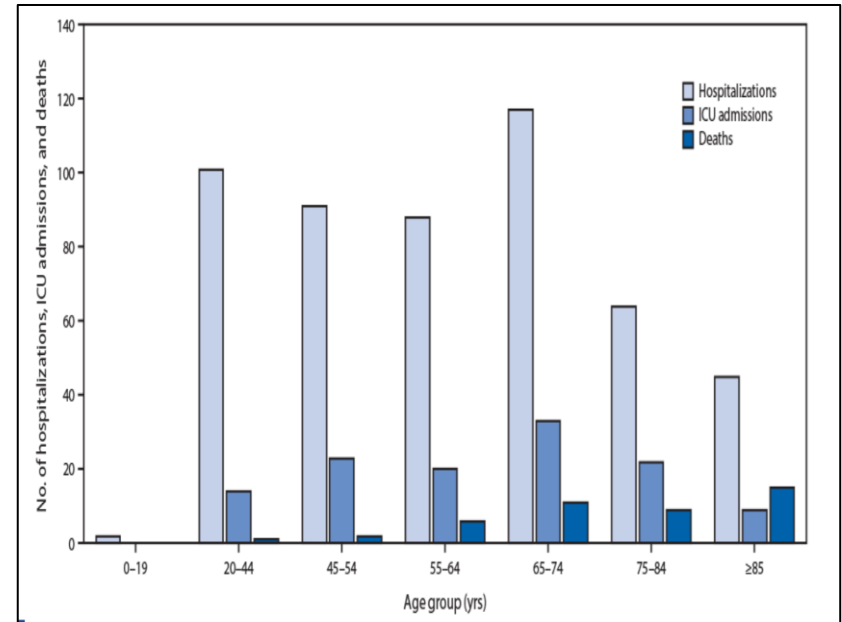
- Nasal Swabs – identify presence of virus in back of nose
 - Two separate negatives suggest end
- Antibody Testing
 - Gold standard – vial of blood – takes time
 - Rapid test – a drop of blood – quick result
 - Biggest concerns – FALSE POSITIVE & Inference of Immunity

The Science Behind Re-opening

Incubation Period & Impact by Age Band



Incubation Period



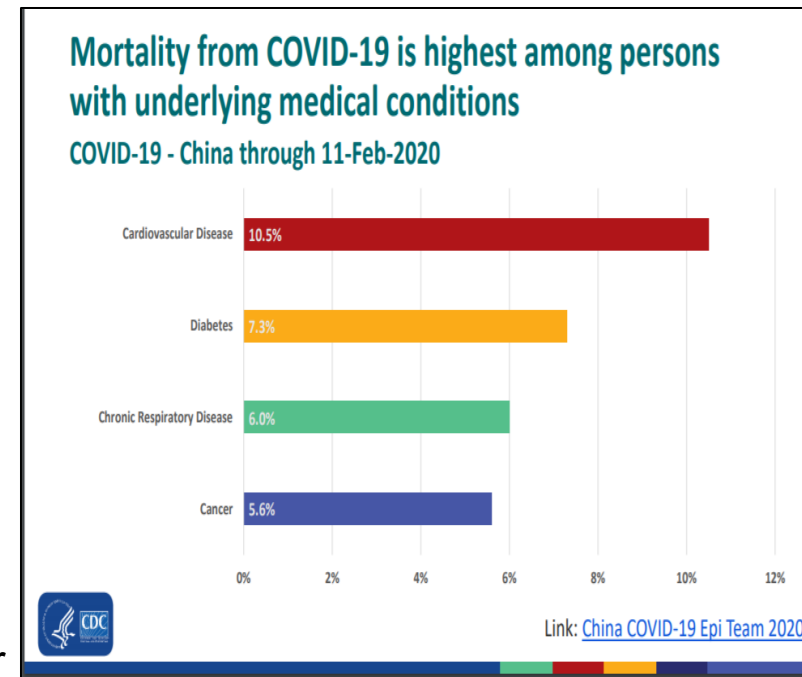
Illness Impact by Age Band

The Science Behind Re-opening

Impact on Chronically Ill

Your baseline health determines your outcome with COVID 19

- Do you have risk factors that you are not working on?
 - **Smoking** – 3 reasons for greater risk
 - Easier to become infected
 - Can contribute to the impact on lungs
 - Increases likelihood of COPD / Heart Disease
 - **High Cholesterol**
 - Heart disease makes it harder to respond to COVID 19
- Do you have a chronic disease that is not under control?
 - **Hypertension**
 - **Diabetes**



Roadmap to Re-Open

- Target those infected (Containment)
 - Requires adequate testing / surveillance
- Reduce need for whole population (Mitigation)
- Track Covid 19 at county & state level
 - Local business level decisions will need to be made
- Communicate with public health at county level
- Those over 60 and those with chronic conditions sequestered
- All workplace mitigation efforts should be maintained

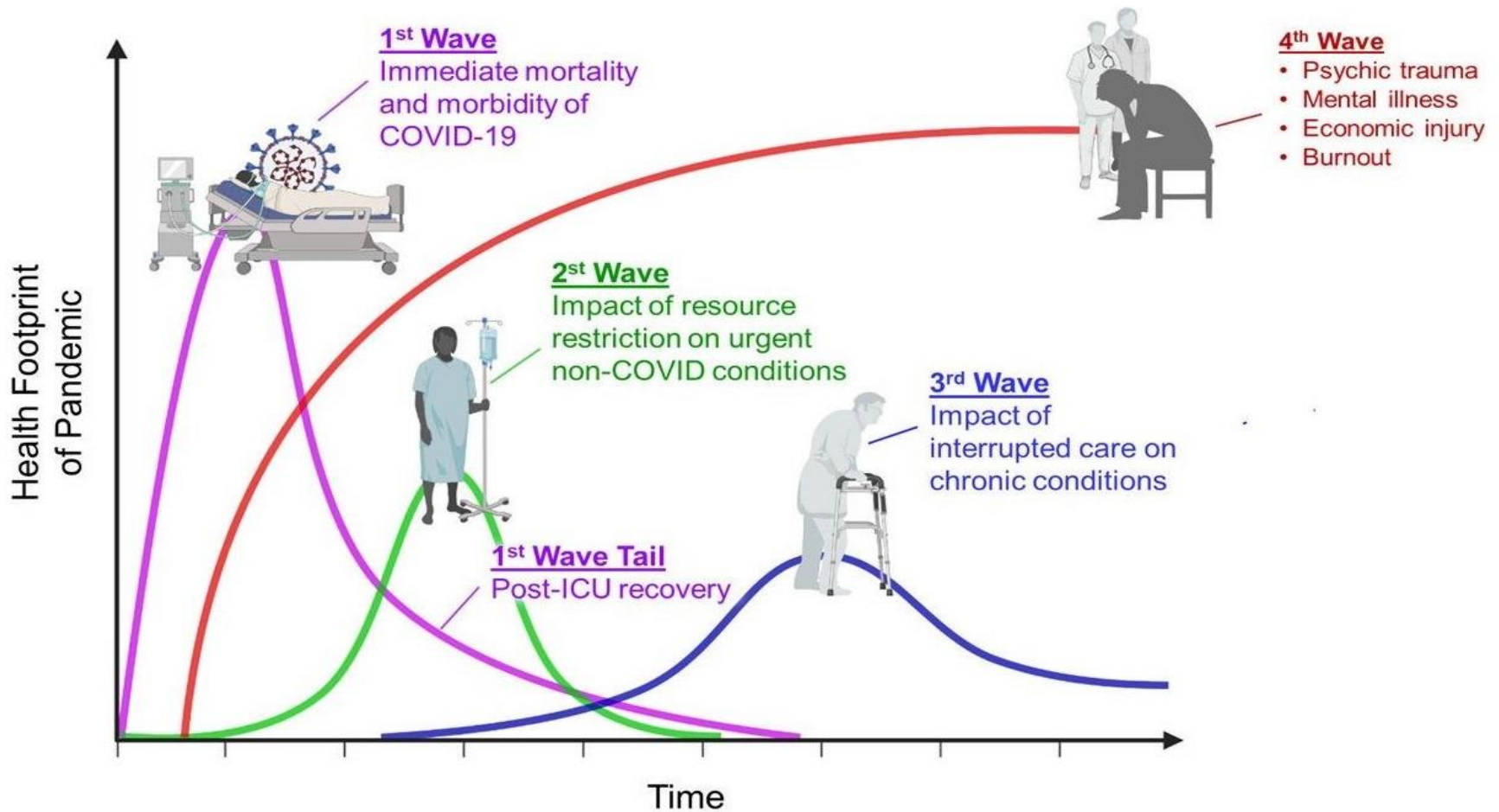
Roadmap to Re-Open

Requirements at business community level

Return to containment

- 14 days (1 incubation period) of sustained reduction in cases
- Local hospitals can accommodate patients
 - No longer stretched for resources and beds
- Testing in place for all with Covid 19 symptoms
- Contact tracing in place for all positive cases
 - Case management capabilities

Foot print of Pandemic



Best Practices

- Negotiated return to work strategic plan
- Daily Information Therapy
- Create Pods / Staggered shifts - to limit cross infection
- Maintain workplace practicing
 - Hand sanitizers / Tissues
 - Wipe down common surfaces
 - Physical distancing
- Tracking at the local level
- Entrance clearance for all
- Understand the age band distribution of workforce
- Attending to acute, chronic, mental and financial stress
- On-site health coaches, ergonomists, EHS, clinics
- Exploring testing options

