

Lisa Anderson

From: Brian Reider <Brian.Reider@bbklaw.com>
Sent: Friday, February 28, 2020 11:16 AM
Subject: TYWBI: Coronavirus Preparation

You can't go anywhere now without hearing of the threats posed by COVID-19, the official name of the current outbreak of coronavirus. While there are only a small number of cases in the United States, the recent discovery of a patient in Northern California (who had not traveled outside of the U.S.) brings home the probability that the virus will spread here as well. On many levels, this will affect businesses and their employees, and preparation for this possibility is essential.

The Centers for Disease Control recently issued Interim Guidance for Business which has many excellent points and suggestions. It should be read by every business as it plans for the coming weeks, if not months. You can read it at:

https://www.cdc.gov/coronavirus/2019-ncov/specific-groups/guidance-business-response.html?CDC_AA_refVal=https%3A%2F%2Fwww.cdc.gov%2Fcoronavirus%2F2019-ncov%2Fguidance-business-response.html

This same CDC site has many other parts which will give you up to date information about the virus and its spread.

Every employer needs to be aware that many federal and state labor and employment and health and safety laws will impact them. Before making decisions, for example, about how to handle an employee who wants to stay away from a workplace because of a concern that one or more other employees has been exposed to, or has, the virus, consideration should be given both to the policies of the business regarding sick leave and vacation time, and to the laws which protect workers and require that they be kept safe.

If you are an employer and have not done so already, now is the time to sit down and formulate plans to deal with this situation. Consider alternative methods of operation such as telecommuting if that can be done. Check with vendors and suppliers to make sure that they are preparing for a possible wider outbreak to assure that your supply chain will remain intact. Have a plan to deal with the possibility that schools may close and employees will have to care for children in some way.

I have, in my career, seen multiple disease threats come and then go (swine flu and Ebola, to name just two) – but I have a sense that this one will be of longer and more serious duration. Preparation now is the key to making sure that we all get through this together. Now go and wash your hands!

**D. Brian Reider**
Partner
brian.reider@bbklaw.com
T: (909) 466-4908 C: (909) 229-8681
www.BBKlaw.com  
2855 East Guasti Road, Suite 400
Ontario, CA 91761