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HR NEWS

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Special Edition

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OSHA Publishes Coronavirus Guidance for Employers

Occupational Safety and Health Administration (OSHA) has published a new document: [Guidance on Preparing Workplaces for COVID-19](#). The guidance is not a standard or regulation, and it creates no new legal obligations. It contains recommendations, as well as descriptions of mandatory safety and health standards.

The recommendations are advisory in nature, informational in content, and are intended to assist employers in providing a safe and healthful workplace.

OSHA developed the COVID-19 planning guidance based on traditional infection prevention and industrial hygiene practices. It focuses on the need for employers to implement engineering, administrative, and work practice controls and personal protective equipment (PPE), and includes considerations for doing so.

EEOC Publishes Information on Coronavirus, The ADA, and the Rehabilitation Act

The Equal Employment Opportunity Commission (EEOC), has produced a web page titled: [What You Should Know About the ADA, the Rehabilitation Act and the Coronavirus](#) on which it provides information employers should review relative to the Coronavirus and fair employment practices.

The EEOC notes that “the ADA and Rehabilitation Act rules continue to apply, but they do not interfere with or prevent employers from following the guidelines and suggestions made by the Centers for Disease Control and Prevention (CDC) about steps employers should take regarding the Coronavirus.”



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Furthermore, it states “the EEOC guidance identifies relevant established ADA and Rehabilitation Act principles and answers questions frequently asked about the workplace during Coronavirus-like events such as:

- How much information may an employer request from an employee who calls in sick, in order to protect the rest of its workforce during a Coronavirus-like event?
- When may an ADA-covered employer take the body temperature of employees during a Coronavirus-like event?
- Does the ADA allow employers to require employees to stay home if they have symptoms of the Coronavirus?
- When employees return to work, does the ADA allow employers to require doctors' notes certifying their fitness for duty?

Take note of the two hot links embedded in the document.

DOL Issues Coronavirus Guidance Covering FLSA Obligations

The Department of Labor's (DOL's) Wage and Hour Division has posted guidance for employers that addresses issues likely to arise under the Fair Labor Standards Act (FLSA) regarding employee wages and the Coronavirus.

[COVID-19 or Other Public Health Emergencies and the Fair Labor Standards Act Questions and Answers](#) provides answers to a number of questions related to emergencies generally under the federal wage and hour laws.
