

NEVADA STATE BAR COVID-19 EMPLOYMENT LAW WEBCAST

Presented by the Employment Law Section
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STAY AT HOME ORDER

- March 12th Governor Declares Emergency
- March 20th Governor closes Non-essential businesses
- Essential v. Non-Essential Business
 - How to determine if Essential or Non-essential
 - [Review Governor Sisolak's Emergency Orders](#)
 - March 20th, Directive 3
 - Availability of Remote Work

Workplace Concerns

- OSHA: Duty of care to provide a safe/healthy workplace
 - Keeping a clean workplace/Keeping sick or exposed employees out of the workplace
 - Pandemic/Communicable disease policy
 - [Review Nevada OSHA Guidance](#)
 - [Review Federal OSHA Guidance](#)
- Privacy Issues - arising from duties to provide a safe/healthy workplace
 - Taking temperatures
 - Asking for reporting of illness/exposure
 - [Review EEOC Guidance](#)

Coronavirus in the Workplace

- What if an employee tests positive?
 - Call your legal counsel
 - What to tell that employee
 - Who to notify/privacy issues
 - What not to do

Time-Off Related to Coronavirus Issues

- Families First Coronavirus Response Act ([DOL Guidance](#))
 - Emergency Paid Sick Leave
 - EFMLA - Review DOL Guidance
 - Employer credits/refund for paid leave
- [Regulations](#) ** Scheduled to be published on April 6th
- Other accrued leave
- What to do when workers do not want to come to work because they are scared?

QUESTIONS

Thank you & Best wishes for you and yours

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Links

- ▶ http://gov.nv.gov/News/Emergency_Orders/Emergency_Orders/
- ▶ <http://dir.nv.gov/OSHA/Home/>
- ▶ <https://www.osha.gov/Publications/OSHA3990.pdf>
- ▶ https://www.eeoc.gov/eeoc/newsroom/wysk/wysk_ada_rehabilitaion_act_coronavirus.cfm
- ▶ <https://www.dol.gov/agencies/whd/pandemic/>
- ▶ <https://s3.amazonaws.com/public-inspection.federalregister.gov/2020-07237.pdf>