STAY AT HOME ORDER

• March 12<sup>th</sup> Governor Declares Emergency
• March 20<sup>th</sup> 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 20<sup>th</sup>, 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
Erin Hilely, erin@hileylaw.com
Matt Cecil, mtcecil@hollandhart.com
Links

- http://dir.nv.gov/OSHA/Home/
- https://www.dol.gov/agencies/whd/pandemic/