



Three Tips for Employers Transitioning Back Into the Workplace

1 Find the balance between moving too quickly and being too cautious.

- The tension between getting back up and running as soon as possible versus taking chances with the health of employees (and/or customers) is both a moral and a legal dilemma.
- Employers have a relatively low legal risk, but a high reputational one, if they rush people back to the office.

2 Businesses will likely need to introduce employees slowly back to the workplace, rather than bringing everyone back at once and should consider staggered entry approach.

- Approaches can include AM/PM shifts, alternating schedules such as one week on/one week off.
- A gradual return would help maintain social distancing in early days and would also give companies time to require employees to fill out health assessments or get tested.
- Companies that have been able to sustain employees working from home may want to extend those policies until workers are comfortable coming back on their own.

3 Employers should continually monitor updates and recommendations from the CDC, WHO and The U.S. Equal Employment Opportunity Commission for guidance.

Need additional support? Enspira is here to help.

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