Return-to-Work: Strategies for Promoting Employee Adherence to Safety Protocols

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Overview: Return-to-Work Safety Protocols
Importance of Adhering to Protocols

Potential Liabilities

► Governor Newsom’s Executive Order N-62-20 establishing rebuttable presumption of work-related illness

► Potential effect on workers compensation premiums

► Other potential claims by employees and third parties
Where to Look for Guidance

Sources of Guidance

► OSHA (Occupational Safety and Health Administration)

► Centers for Disease Control and Prevention (CDC)

► State of California (e.g., Cal/OSHA)

► County/City Guidance (e.g., San Francisco Department of Public Health)
Other Legal Resources

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3 Strategies to Encourage Adherence to Safety Protocols
Education

Examples

► College Dormitory Setting: message campaigns + distributing hand sanitizer

► Hospital Setting: Interactive demonstrations + promotional events
Incentives & Competition

Examples

► Points system: points for participation in workplace safety initiatives

► Rewards (e.g., pizza parties) to departments with high hand hygiene compliance rates
Monitoring & Feedback

Examples

► Automated monitoring and in-person, covert observations of hand hygiene behavior + public and private reporting of compliance data

► In-person observations of hygiene behavior by two different, independent committees + issuance of violation letters to noncompliant staffers and their supervisors
Questions?
Contact CORP at corp@sfbar.org or
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