



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

Law Firm Resource Centers

- ▶ <https://www.seyfarth.com/covid-19-resource-center.html>
- ▶ <https://www.littler.com/coronavirus>
- ▶ <https://www.fbm.com/publications/coronavirus-covid-19-insights-and-resources/>
- ▶ <https://www.venable.com/insights/publications/2020/03/covid-19-resources>



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?

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