



WEBINAR: My Employee Tested Positive for COVID-19: Now What?!



Carol Dover
President & CEO
FRLA



Kevin Johnson
Shareholder
Board Certified in Labor &
Employment Law
Johnson Jackson, PLLC



Rick Van Warner
Partner
FTR Hospitality

FRIDAY, JUNE 26TH AT 2PM ET





Breaking News: Executive Order 2020-09

- Establishments that derive more than 50% of their gross revenue from the sales of alcohol beverages must suspend sales of alcohol for consumption on the premises. These establishments can continue to sell beverages in sealed containers for consumption off premises (package sales).
- Establishments that are also licensed as public food service establishments or restaurants under Chapter 509 can continue to operate for on-premises consumption of food and alcoholic beverages at tables consistent with the requirements of Executive Order 20-139, so long as they derive 50% or less of gross revenue from the sale of alcoholic beverages for on-premises consumption.

This is effective immediately.





Prevention is the Key (Carol Dover)

While FRLA has no regulatory authority over eating and drinking establishments, we **STRONGLY ENCOURAGE** all hospitality establishments to adhere to all of the requirements of the state government, your local government, and the recommendations and guidelines issued by the CDC.

1. Screening employees with the questions established in [Executive Order 20-68](#) and recommended by the [Florida Department of Business and Professional Regulation](#).
2. Encouraging all individuals to wear masks in public whether it is required by local government or not.
3. Practice social distancing and keep six feet apart from others.
4. Continue enhanced disinfecting and sanitation procedures.



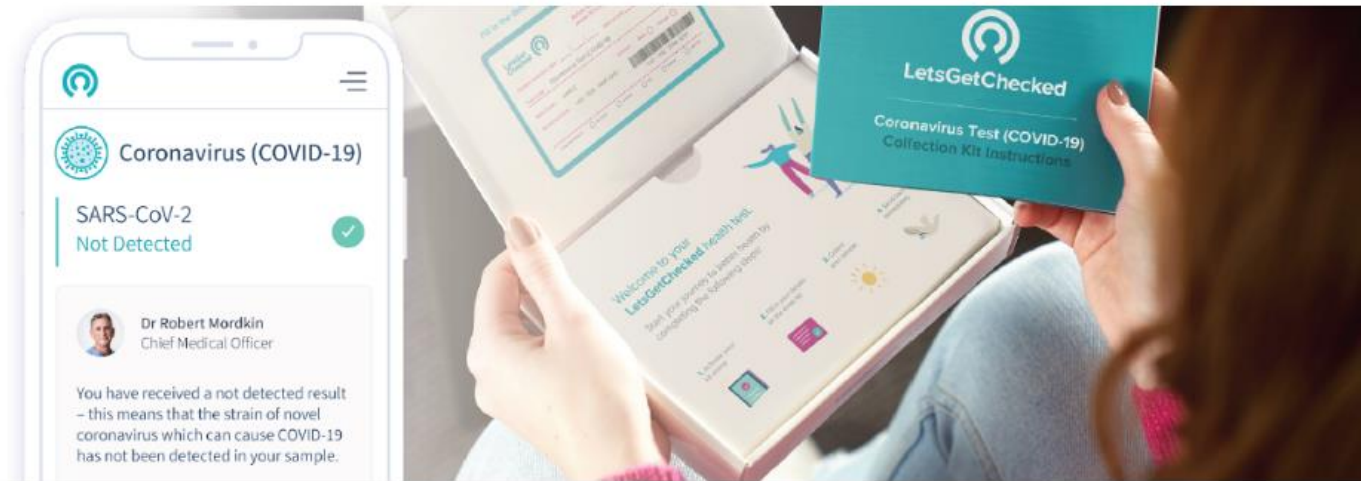


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CDC Guidelines:

- **Considerations for Restaurants and Bars:**

- These considerations are meant to supplement—**not replace**—any state, local, territorial, or tribal health and safety laws, rules, and regulations with which businesses must comply.

- <https://www.cdc.gov/coronavirus/2019-ncov/community/organizations/business-employers/bars-restaurants.html>

- **Interim Guidance for Businesses and Employers Responding to Coronavirus Disease 2019 (COVID-19), May 2020**

- <https://www.cdc.gov/coronavirus/2019-ncov/community/guidance-business-response.html#more-changes>

- **Implementing Safety Practices for Critical Infrastructure Workers Who May Have Had Exposure to a Person with Suspected or Confirmed COVID-19 Interim Guidance**

- <https://www.cdc.gov/coronavirus/2019-ncov/community/critical-workers/implementing-safety-practices.html>



Steps to take when one or more employees develop symptoms or test positive.(Kevin)

- Send sick employee home, and do not allow employee to return until he or she has been symptom-free (without fever-reducing meds) for at least 3 days and has had two negative tests separated by at least 24 hours.
- Close off areas used by the person who is sick. Clean and disinfect a sick worker's workspace. Wait 24 hours or, if 24 hours is not possible, as long as practical before you clean or disinfect. Follow the appropriate protocols for cleaning and disinfecting.
- Open outside doors and windows to increase air circulation in the exposed area, if reasonable given food safety regulations.
- Collect information about the worker's contacts among co-workers, up to 2 days prior to symptom onset, to identify other workers who could be considered exposed. Any roommates?
- If a worker is confirmed infected, inform fellow workers of their possible exposure to COVID-19 in the workplace but maintain confidentiality as required by the Americans with Disabilities Act. The employer should instruct fellow workers about how to proceed based on the [CDC Public Health Recommendations for Community-Related Exposure](#).





Complying with Guidelines for Employees

- Be aware of ADA requirements
 - Confidentiality of employee medical information
 - Need for reasonable accommodation of employees with disabilities
- Be patient with employees who are immunocompromised or concerned about going home to immunocompromised family members
- FFCRA considerations
 - If you are covered, know when you have to grant paid sick leave under EPSLA.





Complying with Guidelines for Customers

- Be aware of local requirements regarding mask-wearing
- Post your rules and make clear the extent to which they are based on local ordinance
 - Emphasize that failure to comply may lead to full shut-downs
- What about belligerent customers?
 - Provide proper training to front-of-the-house staff
 - Provide immediate managerial support in any confrontations
- Understand that your liquor license may be at stake and that DBPR and local law enforcement are under pressure to increase enforcement





How to communicate with your team. (Rick)

- Communicate best practices taking place
- Communicate with confidence based on actions being taken
 - Reinforce employee and guest safety within 4 walls
 - Encourage safe social distancing practices outside work
- Transparency
 - Important to communicate regularly and openly (without mentioning names)
 - Do not leave room for rumors and speculation





What to do if the media comes calling? (Rick)

- Be prepared to respond, but do not publicly announce unless significant employee/guest outbreak involving several people
- Ensure all employees know to direct calls/questions to manager
- Prepare managers to handle guest questions
- Have any media inquiries directed to company spokesperson or owner
- Communicate all the positive ongoing steps underway to keep everyone safe





What about social media? (Rick)

- Do not engage except in extreme circumstances
 - Responding often creates bigger issue
 - Employee right to complain, disparage employer protected by law
- Key to avoiding negative employee comments online is maintaining strong leadership in each restaurant based on open communications and respect
- Avoid taking sides on issues – we welcome and serve everyone





Deciding whether to close and other key considerations

- How many employees have tested positive?
 - Front or back-of-house?
 - When was last time worked?
 - Which coworkers has person been in contact with? (roommates, socially, etc.)
- Should we pay to test all employees?
- Should we clean ourselves or hire 3rd party?
- When and what conditions must be satisfied to allow infected person to return to work?



Q&A
