

COVID-19 and the Workplace

Employee Screening, Exposure & Privacy

Carolyn Rashby
crashby@cov.com

COVINGTON

BEIJING BRUSSELS DUBAI FRANKFURT JOHANNESBURG LONDON LOS ANGELES
NEW YORK PALO ALTO SAN FRANCISCO SEOUL SHANGHAI WASHINGTON

www.cov.com

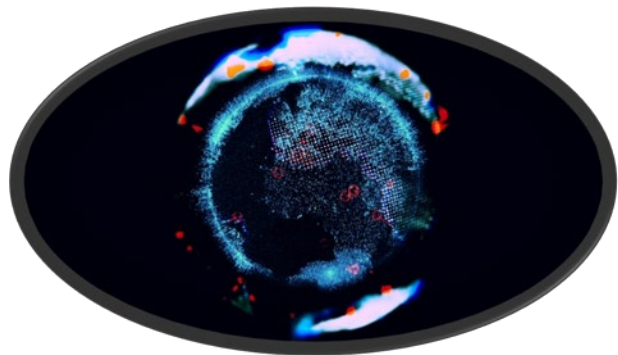
Employee Screening & Testing

- Should employers screen? Can employers screen?
- At work or at home?
- How?
 - Questionnaires
 - Temperature screening and thermal scanning
 - COVID-19 testing – diagnostic and serology
- What if someone refuses?



Privacy Considerations with Screening

- Limit to COVID-19 symptoms
- Confidentiality
- HIPAA
- Data privacy considerations



COVID-19 Exposures

- What must employers do if an employee is confirmed to have COVID-19?
- Clear protocols
 - Isolate, get medical help
 - Clean and disinfect
 - Track and notify contacts (keep employee's identity confidential)
 - Return to work requirements

