



# RETURN TO WORK CHECKLIST

Recommended actions for businesses as they prepare for reopening.

## Posting and Policies

Post the Families First Coronavirus Response Act (FFCRA) poster in a visible place. Where employees will remain working from home, send by email or post to Company intranet or employee website.

Review and revise hiring practices and policies:

- Have staffing needs changed?
- Do you need to change benefits or pay to become more competitive?
- Use remote interviewing techniques as much as possible.
- Update onboarding practices.
- If you are recalling only some workers that were laid-off or furloughed, ensure your practices for determining who to recall do not discriminate against any group of employees.

Review and revise leave policies:

- Know how FFCRA affects your previous policies and practices.
- Consider implementing PTO/vacation rollovers, grace periods, and revise guidelines for usage if vacation is forfeited if not used by year-end.
- Consider implementing or revising bereavement leave policies.
- Ensure that all employees have access to and an understanding of all leave policies that may apply to them.
- Review any state or local paid sick leave laws and determine if you need to reinstate prior accruals.
- Review any company policies regarding seniority for employees rehired within a certain time period.

Review and revise work from home and childcare policies.

Update work travel policies considering any new orders in your state and any new practices being implemented in the workplace to keep employees/customers safe.

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May 2020 AVCC-01



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- Review rehire/reinstate provisions for your benefits policies (eligibility/waiting periods).
- Distribute all new or revised policies to all employees. Preparing for Rehire
- If seeking PPP loan forgiveness, make sure to recall or rehire employees by June 30, 2020.
- Issue letters offering a return to work after determining if there will be any changes in positions, organizational structure, or compensation.
- Ensure you provide “new hire” documents to the proper employees.
- If applicable, familiarize yourself with PPP loan forgiveness requirements (ex. compensation, covered costs).
- Determine if the returning employee needs to update or fill out a new Form 1-9.
  - Furloughed employees do not need to update.
  - Terminated employees rehired within three years of original hire date only need to complete section 3 of the Form 1-9.
  - A new Form 1-9 must be completed if the employee is being rehired three years or more after their original hire date.
- Prepare a new Form W-4 for any employee who wants to make any changes as they return to work.

## **Health and Safety**

- Explain company policies and procedures related to illness, cleaning and disinfecting, and work meetings and travel.
- For employees returning to a worksite, make sure they understand what’s expected of them in the workplace. For example, must they wear face masks or face coverings? Will protective items and hand sanitizer be provided? Are workplace hours different? Will you be taking employees’ temperatures each day when they arrive? Is teleworking or staggered shift work allowed/encouraged?
- Educate employees on how to reduce the spread of COVID-19 at home and work (follow Centers for Disease Control and Prevention recommendations).

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Ensure that all employees who are currently ill or have contact with an ill family member stay home (follow CDC recommendations for length of time).

If an employee becomes sick at work, send them home.

Promote safe social distancing in the workplace by encouraging employees to:

- > Remain at least 6 feet away from each other.

- Email, message, call, or video call rather than meeting face to face.
- Clean computer equipment, desktops, phones, and workstations often.

Provide hand sanitizer, cleaning supplies, and face masks or face coverings (where appropriate/necessary) and no-touch disposal receptacles.

Discourage handshaking.

Place posters throughout the business to encourage social distancing and hand hygiene.

## Best Practices

Be aware of any local public health or other orders related to COVID-19 that may affect your business.

Ensure your workplace cleaning company is up to date on current methods of safely removing COVID-19 hazards.

Communicate frequently and as transparently as possible with employees:

- Provide expected timelines for recalling/rehiring employees.
- Provide returning employees with recall or offer letters.

Train managers on dealing with employees that may face increased personal challenges during this time, such as bereavement and loss, childcare and school -cancellation challenges, financial stress, and other dependent care and support needs.

Offer flexibility wherever possible and adjust workloads to be reasonable.

Be prepared to investigate and stop discriminatory speech quickly or acts in the workplace.

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- Consider contracting with an employee assistance program (EAP) if you do not currently have one.
- Designate a workplace coordinator who will be responsible for COVID-19 issues and their impact at the workplace.
- Develop a plan to operate if absenteeism spikes or if another shelter-in-place or stay at home order occurs in the future:
  - Implement a plan to continue essential business functions.
  - Implement flexible work schedules and leave policies.
  - Cross-train employees on performing essential business functions.
- Develop emergency communications plans, including a way to answer workers' concerns.
- Communicate your appreciation and welcome employees back to work.

## **Marketing**

- Communicate your opening date and ways in which you will follow COVID-19 safety guidelines to your customers.
- Update your website and include information about your increased cleaning measures and safety measures you are taking as a result of COVID-19. Outline the expectations you have of your customers, such as social distancing and required PPE. Proactive communication is key.
- Ensure that your days/hours are updated on all of your various sites, like Google pages, your social media sites, Yelp, etc.
- When posting photos or videos on social media, remember to be mindful of ensuring your employees are spaced apart and wearing required face coverings/gloves in photos. Do not post photos of customers clustering in large groups. People will be looking for things to scrutinize.
- Contact the Aliso Viejo Chamber of Commerce and let us know you are open! 949.243-7042 [info@aliso viejochamber.com](mailto:info@aliso viejochamber.com)