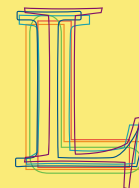
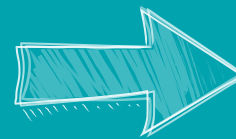


Littler Return to Work Initiative



Littler's COVID-19 Return to Work Task Force has developed the following resources:

Safety and Health Return to Work Toolkit

Industry-specific guidance to employers on opening their businesses in a safe and healthy manner. The industries covered are Office, Manufacturing/Shipping/Warehousing, Retail, and Restaurant/Retail Food. The Toolkit includes the following documents:

- **A Safety and Health Policy Guide** - providing information in the following areas:
 - Cleaning and disinfecting the worksite
 - Implementation of engineering and administrative controls
 - Use of face coverings
- Responding to workplace exposures
 - OSHA recording and reporting
 - Respirator use; and
 - Responding to OSHA complaints related to COVID-19
- Ten fillable **templates** on a range of issues, including exposure tracking and notice documents
- An employee-facing **Safety and Health Policy**, which can be used by employers to implement the Guide

Recalling Furloughed Employees Toolkit

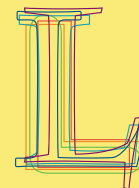
These materials address how to recall furloughed employees to work and also how to handle regulatory or other requirements that involve putting the recalled employee through a new hire process, such as I-9 paperwork, background checks and drug testing.

Temperature and Symptom Screening Return to Work Toolkit

Provides detailed guidance and sample protocols, notices, and forms for employers that are considering using temperature and/or symptom screening as a workplace health and safety measure in response to the COVID-19 pandemic. The Toolkit includes the following documents:

- Detailed Guidance on Legal Considerations for On-Site Symptom Screening
- Temperature Screening Protocol
- Temperature Screening Training Guide
- Sample Notices, including:
 - Notice to Employees Regarding On-Site Screening Program
 - CCPA-Compliant Notice to California Employees Regarding On-Site Screening Program
 - Symptom Screening Notice (poster)
 - Exclusion Notices – Employees and Non employees
- Sample Forms, including:
 - Employee COVID-19 Questionnaire
 - Authorization for Release of Temperature Screening Results
 - Temperature Check Record – Screener Attestation
 - Temperature Check Log – Temperature Recording Requirement

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FFCRA Toolkit

These materials include template policies and forms that employers can use to implement the Families First Coronavirus Act for both Emergency Family and Medical Leave and Emergency Paid Sick Leave.

Comprehensive, State-by-State Charts

Covering a myriad of return to work issues, including:

- Requirements for masks/cloth face coverings
- Laws and orders requiring certain employee health screening procedures in returning to work
- State reopening orders and plans
- Laws protecting absences related to infectious diseases
- Documentation that must be provided at hire
- Laws covering privacy concerns surrounding testing *Coming Soon*

Littler has developed other relevant return to work templates and guidance documents:

Free publications

Drafted by the firm's attorneys, including:

- The Next Normal: A Littler Insight on Returning to Work – Safety and Health
- The Next Normal: A Littler Insight on Returning to Work – Privacy and Data Security Implications of Employee Screening
- Littler ASAP: EEOC Says Employers Can Administer COVID-19 Tests Before Employees Can Come to Work
- WARN Act Risks Loom for Employers Rehiring or Unfurloughing Employees to Receive Paycheck Protection Program Funding
- Is the Future U.S. Workplace a Work Share Program?

Free on-demand webinars

Covering COVID-19 workplace issues, including:

- Back to Work? How In-House Employment Counsel and Human Resources Professionals Can Help Organizations Assess Whether, When and How to Reopen for Business
- COVID-19 in the Workplace: Compliance Challenges, Policy Options
- COVID-19 in the Workplace: What We Know, What We Don't
- U.S. Immigration Perspective: Managing a Mobile Workforce Under COVID-19 Restrictions
- Benefit Issues to Watch During the Coronavirus Crisis
- Practical Issues for Employers in Navigating the New Federal Emergency Paid FMLA and Sick Leave Mandates

For more information, contact your Littler attorney.

www.littler.com/covid-19/return-to-work