


SIMPLY GOOD LAW, LLC

When an employee calls in sick during the pandemic how much information may the employer ask from the employee in an attempt to protect the workforce from possible exposure to covid-19?

The CDC offers the following guidance, employers may ask if the employee is experiencing symptoms of the virus, for example, fever, chills, cough, sore throat, shortness of breath, inability to smell. All information received from the employee must be maintained as a confidential medical record in line with ADA guidelines.

Small businesses should have a "return to work" plan in place, especially now that parts of the country have begun to reopen for business. It is only a matter of time before the state(s) where you conduct business will have employees returning to work.

In this "return to work" plan it would be wise in conjunction with counsel to review, revise or draft if one is not already in place the company sick policy, so that it reflects new policy and procedure when covid-19 illness is suspected.

For More covid-19 information or legal counsel, contact jennie@simplygoodlaw.com.