RETURN TO WORK: A WEB SERIES

PART ONE: BEST PRACTICES
THURSDAY, APRIL 23
TODAY’S SPEAKERS

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COVID-19 PREVENTION BEST PRACTICES

Return to work safely

Throughout the challenges presented by the COVID-19 public health emergency, the Minnesota Chamber’s goal has been to strike a balance between safeguarding health and protecting Minnesota’s economy. Minnesota businesses are eager to get back to work. It comes operations can and should return to a sustainable level without jeopardizing employees’ or customer safety.

Announced 82% of Minnesota jobs have been deemed essential” under Governor Walz’s Executive Order 20-20 and associated guidance from the Department of Employment and Economic Development. These businesses have detailed strategies to protect their workforce from the spread of COVID-19 while ensuring continued operations.

Based on the best practices shared by employees in these critical industries, the Minnesota Chamber of Commerce provides the following guidelines to businesses as they come back to work.

Businesses are eager to have employees return to the workplace. Individuals who may be sick are encouraged to stay home and those who may be at risk to stay home. Acceleration of testing available is critically important to ensure public confidence and responsibility.

Personal protection and facilities cleaning, sanitizing

- Masks have to be worn and employees wash hands and sanitize frequently.
- Equipment on trains and buses should be disinfected.
- Limiting travel time and ensuring social distancing are key.
- Cleaning and disinfecting are essential.
- Provide gloves and face masks for employees.
- Ensure all areas are clean and sanitized.
- Provide hand sanitizer and signage.
- Provide clean air and ventilation.
- Regularly clean and sanitize public areas.
- Turn employees on for frequent hand washing.
- Maintain coronavirus guidelines.

Suggested best practices

The starting point for all businesses is the comprehensive federal guidance provided by the Department of Labor’s Occupational Safety and Health Administration (OSHA) and the Centers for Disease Control and Prevention (CDC).

OSHA

CDC

The following suggestions can be replicated as general best practices, adaptable and many can be tailored to workspaces that are notable and for workforces that are not.

Personal protection and facilities cleaning, sanitizing

- Clean the touch screen and touch areas before each shift.
- Prompt cleaning of ALL shared surfaces throughout the facility at least every 6 hours. This includes common areas, hallways, etc.
- Limit meetings to more than 10 individuals, provide face masks.
- Hold meetings in large spaces where people can stand or sit at least 6 feet apart.
- Provide gloves and face masks for employees.
- Provide hand sanitizer and signage.

Vendor engagement

- Welcome new and returning visitors.
- Properly engage with vendors and business partners.
- Separate waiting and work stations, separate employee walkways between workplaces.
- Regular health and safety assessments.
- Separate meetings and away from the workplace and keep distance between individuals.

Social distancing

- Offer safe comfort options.
- Allowing limited and extended hours.
- Encourage the use of remote technology.
- Encourage maintenance of social distance.
Returning Minnesotans to Work: Best Practices

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April 23, 2020
Where have we been?
Where we have been?

- Safety of workers
- Cost saving measures
  - Furloughs, layoffs, unemployment
- Emergency legislation
  - FFCRA, CARES Act, unemployment
- Essential workers
Current Issues
Workers of Essential Business

- Fear
  - Employees afraid to come to work
- Unemployment
  - Employees refusing to come back to work
- Safety of the workplace
  - Reports to Minnesota OSHA
- How does this help us forecast what is to come?
Preparing for Return to Work
What will be the new normal?

- More remote workers
  - Requests to continue working from home
- More protected leaves of absences
- Changed office environments
  - Focus on safety
- Changed employment relationships
How can you prepare?

- Create a recall plan and protocol
  - Employees
    - Clear communication and policies
    - Who comes back and who stays home?
    - Safety guidance for return to work
      - In office
      - Sick employees
How can you prepare?

- Create a recall plan and protocol
  - Workplace
    - What will it look like?
      - Meetings
      - Social spaces
      - Employee Scheduling
    - How will you keep it safe?
How can you prepare?

- Review employment relationships
  - At-will employment presumed
  - Review and modify employment contracts
  - Review and modify employment policies and practices
Key Takeaways

• Be prepared to be nimble and make adjustments
• Communicate with your workers
• Be vigilant and follow health agency recommendations
• Be prepared for another outbreak
COVID-19 RESPONSE TIMELINE

12-29-19
CT scan of lungs infected by new virus in China reviewed by Medical School leadership

1-24-20
Dr. Tolar, Campus Public Health Officer, issues a communication addressing concerns over the new coronavirus outbreak in China

1-25-20
Medical School Dean Jakub Tolar, MD, PhD, and Vice Dean of Research Tim Schacker, MD, convene a team to prepare for research and clinical needs associated with the new coronavirus outbreak

1-29-20
The state of Washington reports the first case of the new coronavirus in the United States in a man who had returned from Wuhan, China

2-12-20
China confirms first known death from an illness caused by the new coronavirus; the patient was a 61-year-old man in Wuhan

2-14-20
Chinese authorities confirm that they have identified the virus as a novel coronavirus, initially named 2019-nCoV by the World Health Organization (WHO)

2-15-20
WHO announces that the disease caused by the new coronavirus will be known by the official name of COVID-19

2-19-20
WHO issues a bolddown to quarantine around 10 million people in the Lombardy region

2-20-20
The CDC announces a 54-year-old man from the state of Washington is the first person in the United States to die of COVID-19-related illness

2-21-20
China places Wuhan, a city of 11 million people, under quarantine orders

2-24-20
WHO announces that 350,000 cases have been reported from almost every country in the world

2-25-20
WHO warns the United States could become the global epicenter of the pandemic with close to 55,000 cases

2-26-20
WHO characterizes COVID-19 as a "pandemic," worldwide spread of a new disease for which most people do not have immunity

2-27-20
President Trump announces Social Distancing Guidelines to be in place for two weeks

3-1-20
First reported case of the new coronavirus in Italy

3-3-20
The United States reports its first confirmed case of person-to-person transmission of the new coronavirus

3-5-20
President Trump announces Social Distancing Guidelines to be in place for two weeks

3-6-20
FDA authorizes first-of-its-kind low-cost ventilator developed by Dr. Richardson and team

3-10-20
First four Rapid Response Grants are funded through the Office of Academic Clinical Affairs, including Steven Richardson, MD, and team's first prototype of a low-cost ventilator named the Covair

3-11-20
The University of Minnesota suspends in-person classes

3-12-20
David Boulware, MD, MPH, launches clinical trial studying hydroxychloroquine as treatment for COVID-19; two additional trials announced

3-13-20
M Health Fairview Incident Command Center forms with leadership by Medical School faculty

3-15-20
M Health Fairview Incident Command Center forms with leadership by Medical School faculty

3-16-20
Feng Li, PhD, publishes paper in "Nature" that lays the groundwork for designing drugs to block the novel coronavirus from attaching itself to and infecting human cells

3-18-20
Sophia Yilong, MD, and team conduct HRF and UMNCG into a new COVID-19 testing facility in the Biomedical Discovery District

3-18-20
Match Day goes virtual

3-19-20
Andrew Neisen, MD, PhD, and team publish "Blueprint" that validates the use of research reagents in Undeveloped COVID-19 assay, expanding testing volume

3-20-20
Bainbridge Island opens as first COVID-19 specialty care facility

3-21-20
April 4-20
Johns Hopkins University reports global COVID-19 death toll surpassed 100,000

3-22-20
Johns Hopkins University reports global COVID-19 death toll surpassed 100,000

3-23-20
Johns Hopkins University reports global COVID-19 death toll surpassed 100,000

3-26-20
Johns Hopkins University reports global COVID-19 death toll surpassed 100,000

3-27-20
Johns Hopkins University reports global COVID-19 death toll surpassed 100,000

3-30-20
The Tokyo 2020 Olympic Games are rescheduled for July 2021

3-31-20
Japan reports a cluster of cases in Wuhan, Hubai Province

4-4-20
Japan reports a cluster of cases in Wuhan, Hubai Province

4-5-20
Japan reports a cluster of cases in Wuhan, Hubai Province

4-15-20
Johns Hopkins University reports global COVID-19 death toll surpassed 100,000

4-16-20
Marc Kareski, PhD, and Amy Karger, MD, launch antibody test

4-17-20
Christopher Tigges, MD, enrols first patient in clinical trial studying Remdesivir to see if the drug can prevent symptoms in patients diagnosed with COVID-19

4-19-20
Dr. Rapid Response Grants submitted; $2 funded across seven different colleges

5-2-20
President Trump signs H.R. 18, the "Coronavirus Aid, Relief, and Economic Security (CARES) Act"
**Our Impact**

**DIAGNOSTICS/TESTING**
Repurposed Microbiology Research Facility and created a fully validated Coronavirus test in 5 days. Microbiology faculty assisting clinical labs with reagent preparation, training, and sample management.

**TREATMENT**
Randomized clinical trials to prevent infection (Hydroxychloroquine), prevent disease progression (Losartan), and treat severe infection (Remdesivir). Cell based trials under development to treat severe disease.

**EQUIPMENT**
Collaboration with Colleges of Engineering and of Design to develop N95s that can be mass produced; prototypes being tested. Collaboration with Engineering to design, test, and produce easy to build ventilators; prototypes tested and 10 units under construction.

**CLINICAL CARE**
COVID19 hospital, telemedicine, "Battle Buddy" peer support for health care workers, CUHCC, the Minnesota COVID19 Ethics Collaborative (MCEC) to manage scarce resources and triage patients.

**RESEARCH**
Repurposed HIV Laboratories to receive, process, and distribute all clinical research samples. Basic science teams developing a serology assay, treatment antibodies, vaccine, biophysical modeling, and a lung culture model to assess potential new therapies. Awarded 29 rapid response grants to stimulate innovative research into COVID19.
QUESTIONS?
THANK YOU!