



COVID-19 LEGAL PART 2:
LABOR & EMPLOYMENT ISSUES FOR WORK REOPENING

#THENENORMAL

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Repopulation Assumptions/Actualities

Health and safety of organization's employee population is the top priority.

As of June 2020, a vaccine does not exist and may not exist for a considerable period of time.

Increased populations have resulted in increases to the risk of resurgence of the virus as states and communities have begun reopening.

Protocols for immediate identification and isolation of potential exposures within the organization need to be in place.

Depopulation plans should be part of the planning process.

The 'Future' [of Work] discussion is The 'Now'





Repopulation Considerations

- Setting Expectations
- Lead with Listening
- Phasing In the Return
- Communicating to build Confidence
- Amplifying Safeguards
- Addressing Space Requirements
- Delineating Support/Resources

Strategic Considerations

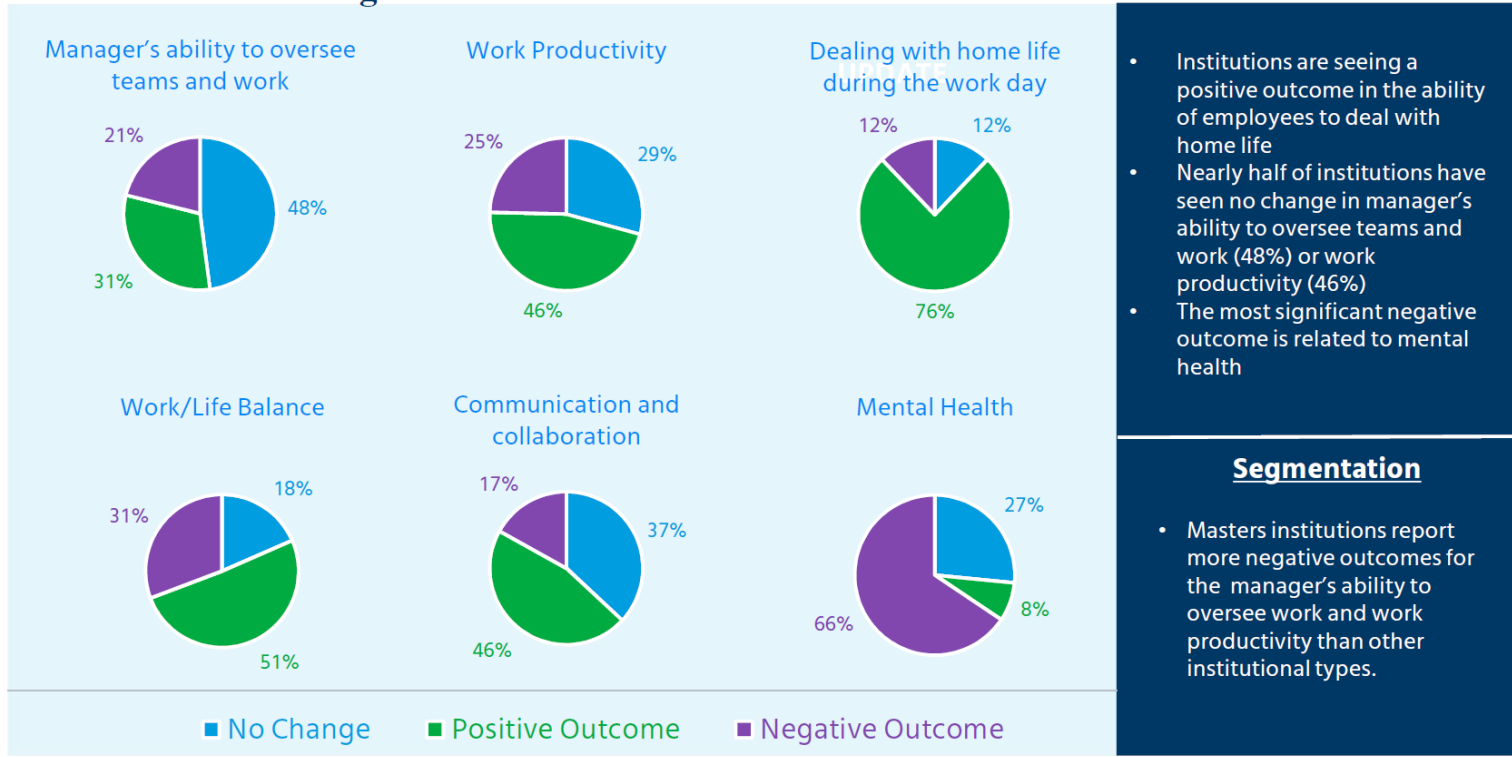


- Lessons Learned
- Codependences
- Staggered/Compressed Schedules
- Repurposing Talent/Resources
- Capitalize on Momentum

Remote Work Options

Remote Working

Q: Remote working on a regular basis has not been common in higher education until the pandemic forced it. What outcomes has your institution experienced with remote working?



- Institutions are seeing a positive outcome in the ability of employees to deal with home life
- Nearly half of institutions have seen no change in manager's ability to oversee teams and work (48%) or work productivity (46%)
- The most significant negative outcome is related to mental health

Segmentation

- Masters institutions report more negative outcomes for the manager's ability to oversee work and work productivity than other institutional types.

■ No Change ■ Positive Outcome ■ Negative Outcome

Do Your Part!

- Control what YOU CAN CONTROL to mitigate risk
- Physical Distancing
- Personal Hygiene
- Limiting Visits/Accessibility
- Pre-schedule Meetings/Appointments



Be Safe!

Be WorldsAhead

Thank you