



**PLUNKETT COONEY**  
ATTORNEYS & COUNSELORS AT LAW

## Coronavirus Employer Response & Q&A

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Employment Law Panel Discussion

Panelists  
 Laura M. Dinon  
 Courtney L. Nichols  
 Claudia D. Orr

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### Today's Panelists

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<b>Laura M. Dinon</b> (231) 348-6417 ldinon@plunkettcooney.com	<b>Courtney L. Nichols</b> (248) 594-6360 cnichols@plunkettcooney.com	<b>Claudia D. Orr</b> (313) 983-4863 corr@plunkettcooney.com



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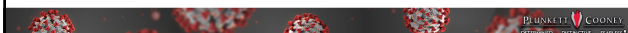
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## Removal of Exposure Risk From the Workplace

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## Employees who are Sick

- Leave of Absence Rights:
  - FMLA
  - PMLA
  - Company leave policies and attendance rules

*Continued*



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## Employees who are Sick

- Special concerns:
  - Coverage for essential services
    - For the company
    - For the community



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## Employees who may Have Been Exposed (but are Still Healthy)

- OSHA/MI-OSHA General Duty Clause:  
“Safe and Healthy Workplace”
- Forced time off



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## Employee Compensation Issues

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## If Employee is Sick

- Paid time off banks
- PMLA rights
- Short term disability insurance
- Workers' Disability Compensation Benefits
- Promises in handbook or individual contracts
- Exempt employee issues

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## If Employee is not Sick (but is an Exposure Risk, etc.)

- Paid time off banks
- PMLA rights
- Promises in handbook, individual contracts, CBA
- Exempt employee issues
- Unemployment benefits

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## Special Concerns

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## Considerations

- Union contracts and resistance
- Services to the elderly or infirmed
- Working with the public (restaurants/stores)
- Decrease in revenues
- Potential layoffs
- COBRA
- Privacy issues for employees
- ADA or Michigan Persons with Disabilities Civil Rights Act

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## Questions?



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## Post-Webinar Survey

We want to hear from you!



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## Event Page ... Please Share!

### Events

#### ATTORNEYS

Laura M. Dixon  
Courtney L. Nichols  
Claudia D. Orr

#### PRACTICE AREAS

Human Resources Services  
Labor & Employment Law  
Labor Law

### Register Now - Coronavirus Employer Response Webinar

Coronavirus Response Q&A - Employment Law Panel Discussion

Go To Webinar  
03/17/2020  
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[Click here to register.](#)



Date: March 17, 2020  
Time: 2 pm, for 3 pm  
Cost: Complimentary



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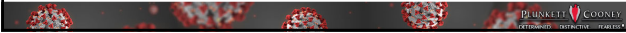
### Municipal Emergency Response Preparation for COVID-19

POSTED BY ANDREW A. MARCELLI  
MAYOR

This post offers a checklist for first responder planning health emergency situations like the Coronavirus pandemic.

[Continue Reading](#)

[TAGS: COVID-19, EMPLOYERS](#)



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**Stay Healthy!**

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Have a  
Great Day!



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