

Responsible Restart Ohio for Local Governments  
**Mid-Ohio Regional Planning Commission  
Call**

**May 20, 2020**



SPECIAL THANKS TO OUR SUPPORTING PARTNERS FOR THIS EVENT  
FOR THEIR SPONSORSHIP & LEADERSHIP!

Franklin County Township Association –  
President Chet Chaney, Trustee Perry Township

Central Ohio Cities & Managers Association –  
President David Collinsworth, City Manager – City of Westerville

Welcome & Introductions – William Murdock, MORPC Executive Director

- Thanks to everyone for joining us and we appreciate our partnerships
- Please visit our local COVID-19 resources hub at [www.morpc.org](http://www.morpc.org), as we are updating the resource page on a regular basis
- Weekly calls: Tuesday's and Thursday's at 4:00 p.m. (except for next week)
- If you are interested in receiving updates or joining the call, please email Eileen Leuby at [eleuby@morpc.org](mailto:eleuby@morpc.org).
- Reminder - join us for the following upcoming events...

**1.) Sustainability in the Face of COVID-19**  
**Wednesday, May 27<sup>th</sup>**  
**3:00 p.m. - 4:00 p.m.**

We invite you to join us as we discuss how communities can apply sustainable practices as we face COVID-19

[Join Microsoft Teams Meeting](#)

[+1 614-362-3056](tel:+16143623056) United States, Columbus (Toll)

[\(888\) 596-2885](tel:(888)5962885) United States (Toll-free)

Conference ID: 562 314 455#

**2.) Grant Camp Week**  
**June 8<sup>th</sup> - 12<sup>th</sup>**

Join us as we spend a week exploring grant opportunities for Central Ohio Communities. Registration is required. FREE for MORPC members and \$20.00 registration fee for Non-MORPC Members. Information can be found at: <https://www.morpc.org/event/grant-camp-week/>.

Danielle Crane, Employment and Labor Attorney - Kegler Brown

- Working on getting businesses and communities prepared for the COVID long run
- 4 items to be successful while re-opening

- Workforce Strategy Plan
- Understanding and complying with local rules
- Creating and distributing COVID-19 policies
- Responding to common employee requests
- Great tips on general office environments - [www.coronavirus.ohio.gov/businesshelp](http://www.coronavirus.ohio.gov/businesshelp)
- COVID-19 Pre-shift screenings, to be completed by manager on duty
- Consider discrimination claims while calling employees back to work
- Be certain to comply with Civil Service requirements
- Perform system checks
  - Conduct health screenings and daily temperature checks
  - Enforce new sanitization procedures
  - Limit the number of visitors and guests inside of the office
  - Collaborate with HR for personnel matters and keep employee test results confidential

Brendan Feheley, Director of Employment and Labor Practice - Kegler Brown

- Telework - Who can return to the office and who can continue working from home?
- Ask employees to complete the telework questionnaire, provided by Kegler Brown
- Telework falls into two categories
  - Work from home
  - Partial – report to the office a few days of the week
- Employers should consider both options
- Especially, for parents who may have constraints (Ex., schools do not fully re-open)
- Social distancing is a must for employees returning to work
- Remain at 6 feet, throughout entire building including breakroom
- Wear face masks, wash hands, sick employees stay home
- What to do when employees don't want to return to work?
  - If health care provider gives clearance, consider a reasonable working situation
  - New shift, when less employees are in the building
  - Lack of childcare or fear of safety
  - If an employee doesn't have a health issue and refuses to return, it's considered a resignation
- What to do when employees don't want to wear a mask?
  - Consult with them, the requirement is to wear cloth face coverings at Ohio workplaces
  - There are exceptions – health reasons, against documented industry best practices, prohibited by law, or violation of a company's safety policy
- What to do if an employee has contracted COVID and/or encounters that individual?
  - Testing results should remain confidential
  - Must inform employees who have potentially been in contact with the infected

Jonathan J. Downes, Attorney at Law - Zashin & Rich

- Employment law issues & transitioning back-to-work

- Temporary policies and procedures should be based on the standards and recommendations of CDC, Governor/health department, OSHA, and other Federal agencies
- Health screenings, temperature checks, and masks
  - Provide privacy for employees
  - Compensable time under FLSA
- Records retention policy
  - Medical records are not to disclosed
- Workers' compensation: possible expansion
- Enforcement of workplace standards of conduct
  - Employees may be subjected to disciplinary actions or termination
- Unemployment Compensation – CARES Act Expansion
- Shared Works Program
  - Allows for social distancing
  - Existed for nearly 8 years
  - Number of employers in Ohio who participate
- Remote work
  - FFCRA application
  - ADA: reasonable accommodation
- Visit informative websites, below, for more info:
- <https://www.cdc.gov/coronavirus/2019-ncov/community/critical-workers/implementing-safety-practices.html>
- [https://www.eeoc.gov/eeoc/newsroom/wysk/wysk\\_ada\\_rehabilitaion\\_act\\_coronavirus.cfm](https://www.eeoc.gov/eeoc/newsroom/wysk/wysk_ada_rehabilitaion_act_coronavirus.cfm)
- For any questions or concerns contact Jonathan at [jjd@zrlaw.com](mailto:jjd@zrlaw.com)

### **Jeff Gibbs, RS. Division Manager Environmental Health**

- Governmental Directives
  - Section 7: Businesses covered by this Order - include any for-profit, non-profit, educational entities, or governmental entities (other than federal) regardless of the nature of the service, the function it performs, or its corporate or entity structure
  - Section 8: Facial Coverings - Businesses must allow customers, patrons...to use facial coverings, except for documented legal, life, health or safety considerations and limited documented security considerations
  - Section 16: Social Distancing Requirements
    - Designate six-foot distances
    - Hand sanitizer and sanitizing products
    - Separate operating hours for vulnerable populations
    - Online and remote access
- General Office Environments
  - Ensure minimum 6 feet between employees, if not possible, install barriers;
  - Personnel should work from home when possible;
  - Employees must perform daily symptom assessment that should include taking temperature with a thermometer and monitoring for fever. Also watching for coughing or trouble breathing;
  - Consider having customers wear face coverings at all times

- Frequent disinfection of desks, workstations and high-contact surfaces
- Daily disinfection of common areas and establish maximum capacity
- Shutdown shop/floor for deep sanitation if possible
- Building Access and Needs
  - PPE provided to staff or customers
  - Food delivery to buildings
  - Cafeteria/Break Rooms, Self-Serve Coffee, Vending
  - Barriers – non-absorbent, easily cleanable surfaces. No shower curtains
  - Disinfecting - Staff cleaning their own office equipment – desks, arm rests, tables, keyboards, mouse
  - Hand washing with soap and water. Hand sanitizer is a good alternative
  - <https://www.epa.gov/pesticide-registration/list-n-disinfectants-use-against-sars-cov-2>
- For any questions or concerns please contact Jeff at [JeffGibbs@franklincountyohio.gov](mailto:JeffGibbs@franklincountyohio.gov)

### **Chet Chaney, Franklin County Township Association & Perry Township Trustee**

- Thank you to our partners for the ongoing support and partnership
- We appreciate the speakers for the wealth of information
- Encourage local governments to work with legal carriers and local health department to address any needs while operating and re-opening

### Questions and Answers – William Murdock

- What can local governments and jurisdictions depend upon to justify keeping public buildings closed when taxpayers are paying for these services? (example, City Hall, Courthouse)
  - Goal is to minimize potential exposure to both the guest and the staff
  - Still a limitation on the number of people gathering and leaders have concerns on opening any parts of their buildings.
- Do temperature checks need to take place throughout the day? (Example, after lunch or returning to the office).
  - Only required in the morning, prior to arriving to work
  - Employees may also take temperature at home
- Can employees choose between wearing a mask and/or a certain face covering?
  - Governor DeWine only mentioned a face covering, either is acceptable
- Does 14-day self-quarantine still apply when traveling out of state?
  - I don't believe the Governor has recently addressed this yet, so it should probably remain in place
  - Need to revisit, as we are on the verge of vacation season
  - We anticipate the Governor will issue additional guidelines within the next few weeks.

**Closure:** We will send along the slides which contain numerous references as well as some handouts. Special thanks to Franklin County EMS & Homeland Security Director Jeff Young for forgoing discussion as a result of the time constraints. Join us on our weekly COVID-19 calls, where Director Young continues to provide timely updates on the status of PPE equipment and surge management.

**MORPC NEXT WEEKLY COVID-19 COMMUNITY IMPACT CALLS:**

No calls May 25-28, 2020.

**Townships, Counties and Franklin County Township Association  
Tuesday June 2, 2020 at 4 p.m.**

**[Join Microsoft Teams Meeting](#)**

[+1 614-362-3056](#) United States, Columbus (Toll)

[\(888\) 595-9475](#) United States (Toll-free)

Conference ID: 195 451 233#

**Cities, Villages, Associates and COMMA  
Thursday June 4, 2020 at 4 p.m.**

**[Join Microsoft Teams Meeting](#)**

[+1 614-362-3056](#) United States, Columbus (Toll)

[\(888\) 595-9475](#) United States (Toll-free)

Conference ID: 825 981 473#

Please feel free to send questions to [questions@morpc.org](mailto:questions@morpc.org).  
Stay safe and healthy!