

Return to work and the new normal – Employment considerations

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What are we covering today?

- **Managing return to work issues**
- **Discussion on the “new norm” of working flexibly**
- **Dealing with employees that have tested positive for Covid-19**
- **Managing quarantine periods and annual leave**
- **Challenges with employees stuck outside of the region**

Managing Return to Work Issues

- Notice requirements?
- Workplace (government protocols, social distancing, staggered shifts, increased hygienic measures, thermal detectors/cameras, floor markings, Plexiglas enclosures, air vents,)
- Workforce (Personal Protective Equipment (PPE), continued remote working, public transport issues)
- Dealing with employees afraid to return to the workplace
- Managing employees who refuse to return



Broader Topics to Consider Around Reopening

- Continuation of austerity measures (salary, allowances and entitlements)
- Employee engagement
- Continuation of remote working/ Flexible working requests
- Employment Contract and Policy changes
- Reexamination of insurance coverages (general, health, etc.)
- Office closures and restructuring
- Possible reductions in workforce (separate session)

- Work/Life Balance
- Job satisfaction
- Employee wellbeing
- Efficiency
- Cost savings
- Talent pool
- Environmental

WORK

LIFE



Challenges of working from home

- Communication
- Diversity & Inclusion
- Health & Safety
- Home office equipment/expenses
- Mental Health
- Encouraging employees to switch off
- Managing employees remotely



Dealing with employees with Covid-19 symptoms

- Immediate action
- Employer obligations
- Other Employees
- Sick leave entitlement





Employees stranded abroad

- Immigration issues
- Tax issues
- Remote working/
Unpaid leave
- Equal treatment
- Onboarding new employees/offer withdrawals
- Travel out of the UAE/Managing Annual Leave

Any questions?

