



Targeted Resources to Help You Get Back to Business

1. **COVID-19 Model Sign To Post** - To proactively defend against personal injury or wrongful death claims due to COVID-19, **attached is a template sign that you can to post on the front door of your business**. In addition, it is important to take concrete, identifiable steps to protect employees and customers/guests by following CDC guidance on (1) best practices for social distancing (consider requiring patrons to wear masks depending on your business), (2) guidelines for cleaning and disinfecting the workplace, and (3) properly separating employees who have an exposure to a confirmed or suspected COVID-19 case. You can find updated guidance on these subjects on the [CDC's FAQ](#) page. If you are operating an "essential business" employing critical infrastructure workers, the CDC has adopted [different guidelines](#) to follow which allows asymptomatic employees who have had direct COVID-19 exposure to continue to work as long as certain guidelines are met. [Click here](#).
2. **Model Resignation Letter When Employee Refuses to Return to Work** – Last week, I sent out a "notice of recall, rehire, and reinstatement" to document employees who agree to return to work after a shutdown, lay-off, or furlough to maximize loan forgiveness for a Paycheck Protection Program (PPP) loan. Many of you have told me that some employees are refusing to return to work because they would prefer to remain on unemployment. To the extent you have full-time work available - or to the extent you are going to pay someone not to work with PPP funds - that employee is technically not eligible for unemployment anymore and would need to return to work unless they have a legitimate reason to request a leave of absence (i.e. under the FFCRA or otherwise under company policy). Otherwise, their refusal to return can be deemed (in your discretion) a resignation. If an employee refuses to return to work when recalled and if the employee does not have a legitimate reason under company policy to be off of work, you can document the employee's refusal with the **attached model resignation letter** to maximize PPP loan forgiveness. [Click here](#).
3. **Fisher Phillips' "Post-Pandemic" Back to Business FAQ's** – Please take a moment to check out this "Post-Pandemic" FAQ as it is a complete playbook on re-opening your business. [Click here](#) to review.