

COVID 19

Checklist

Contracts

- Check insurance policies for Pandemic/crisis provisions
 - Review contracts for Force Majeure, “Dues Ex Machina”, emergency, disaster, or crisis clauses.
 - Find a business law firm, negotiator, or mediator to handle contracts without these clauses, that you cannot meet.
 - Check if your contracts have arbitration clauses.
 - If they do, ask a lawyer how the local arbitration courts treat crisis in arbitration.
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Liability

- Review Your Employee/Policy Handbooks. You will be held to your own policies.
 - Your liability: Are you taking precautions to keep your customers safe? What precautions, expenditures, policies, and implementation can you point to?
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Employees

- Are you following OSHA Guidelines?
 - Are you following Federal FMLA Laws?
 - Are you following any similar state FMLA laws?
 - Your liability: What precautions are you taking to keep your employees safe? Document precautions, equipment expenditures, policies, and proof of implementation.
 - If you’ve moved employees to remote; have they and managers been trained to comply with Worker Adjustment and Retraining Notification Act, Federal Wage & Hour Laws, State Wage & Hour Laws
 - Technology to track time, and prevent overtime work. Pay all all overtime to reduce risk.
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STATUS REPORT

The situation has been thrown onto everyone’s plate. Everyone is cooperative and understanding now, but months or years from now when the dust settles, your company might face litigation.

Free Consultation For Business Owners
Call 949-221-0005

