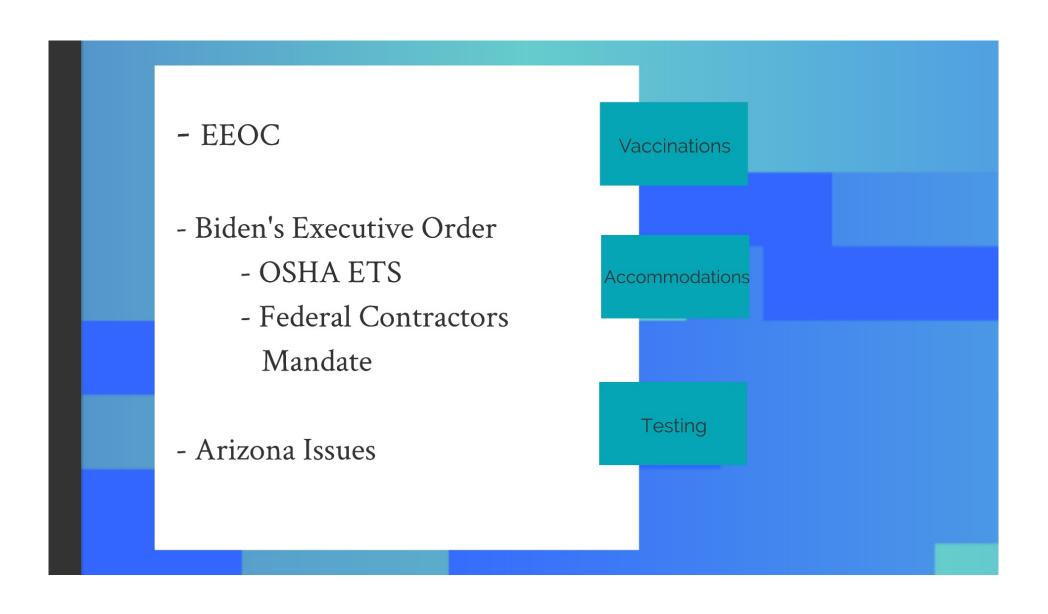




Vaccinations

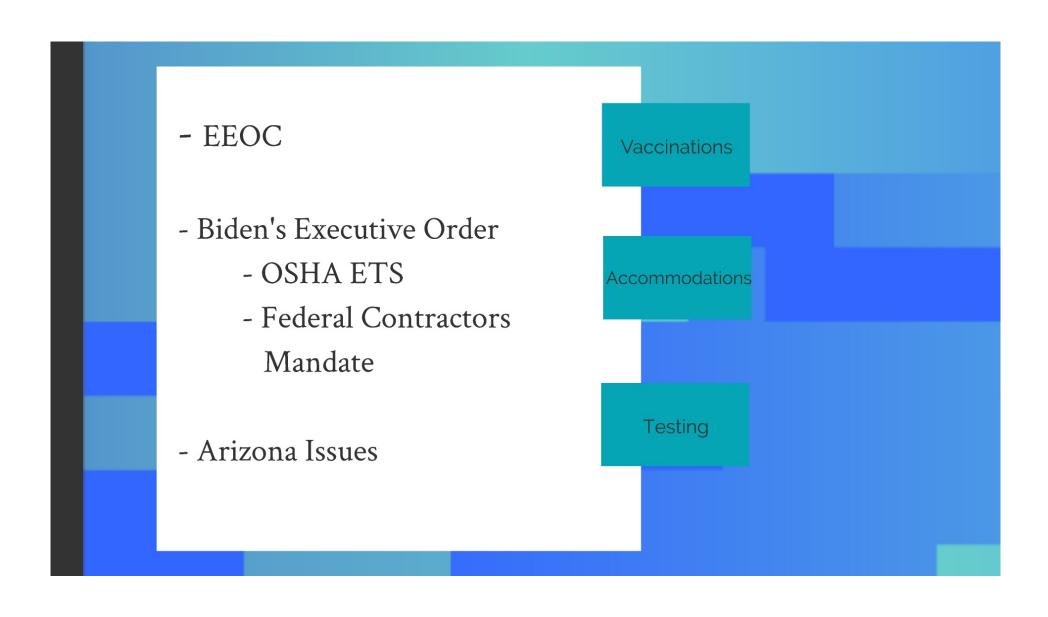
To Require or Not to Require?

Should we offer incentives?



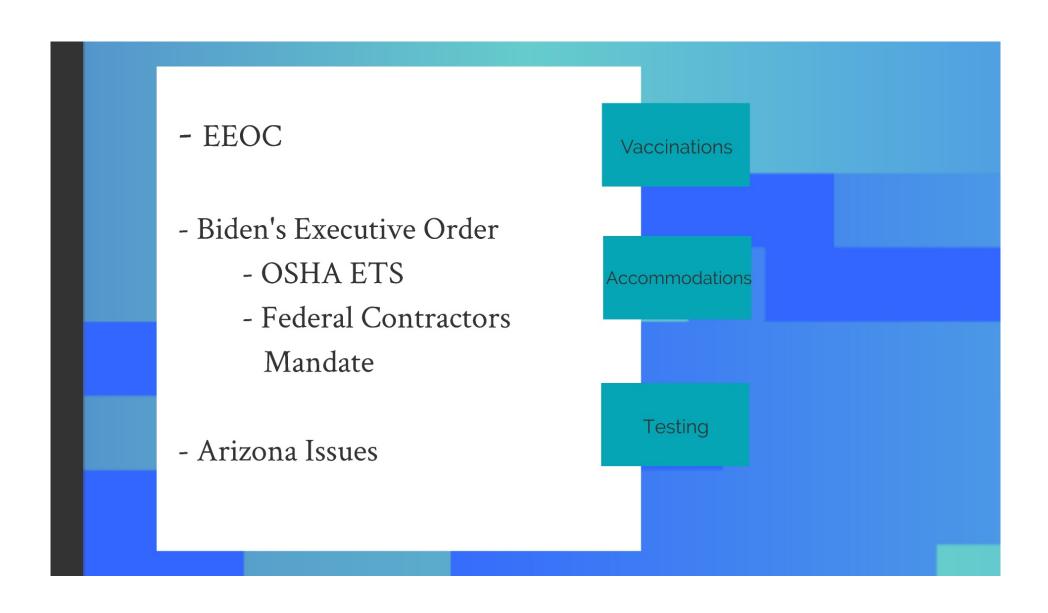
Accommodations

- Disability
- Sincerely Held Religious Belief
- What is considered "Reasonable"?

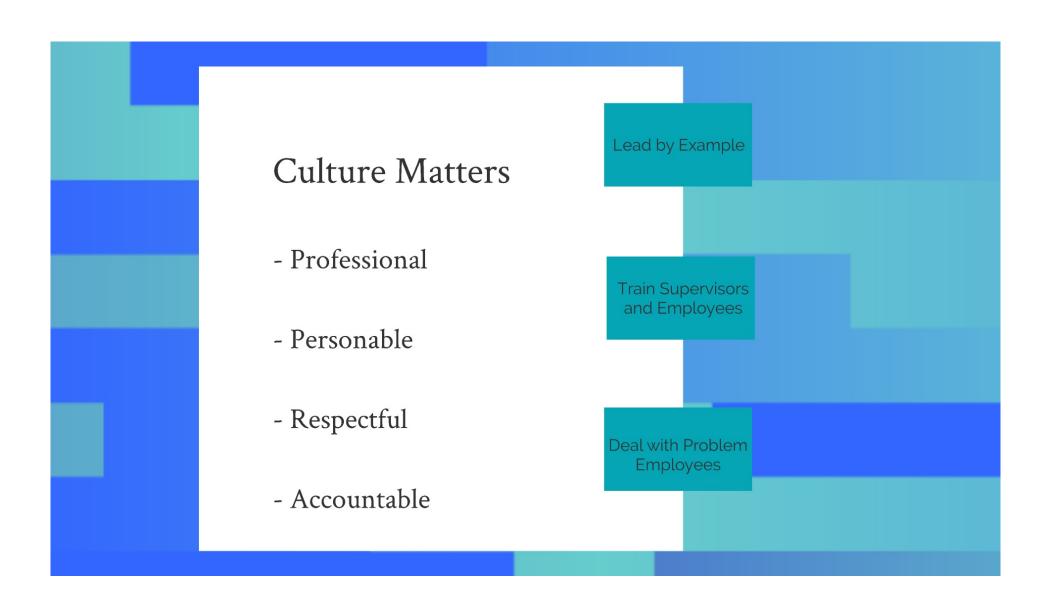


Testing Requirements

- Who pays for testing?
- How often should unvaccinated employees be tested?
- Return to Work Considerations

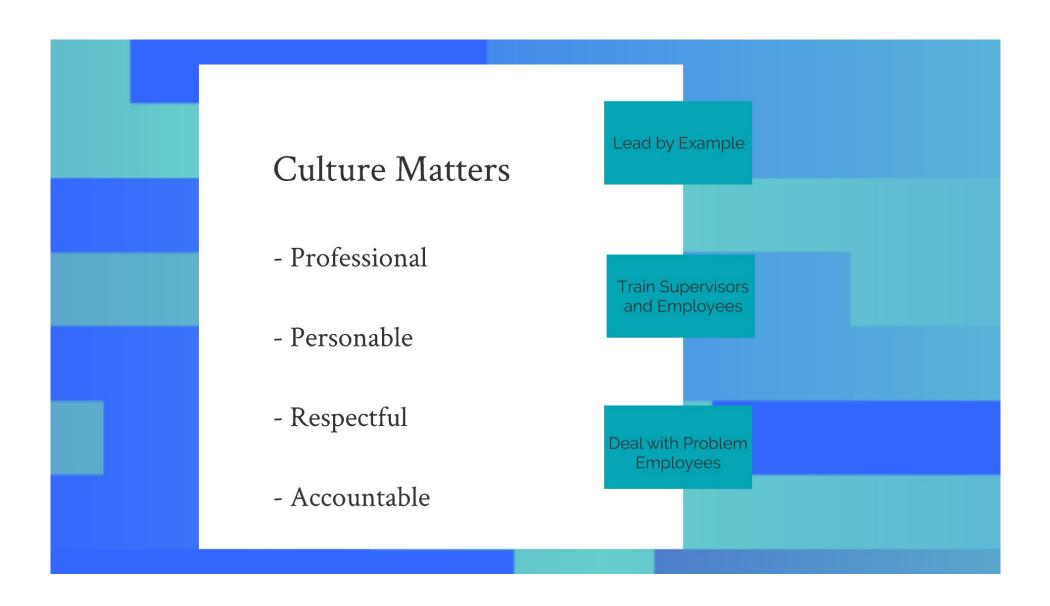






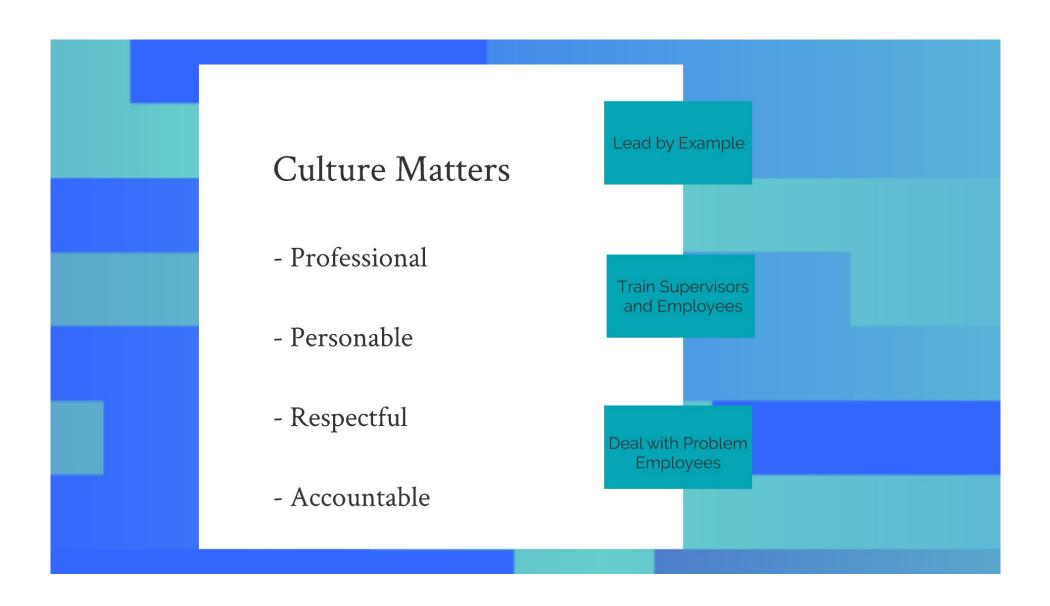
Lead by Example

- Beginning at top level of organization
- All supervisors/managers



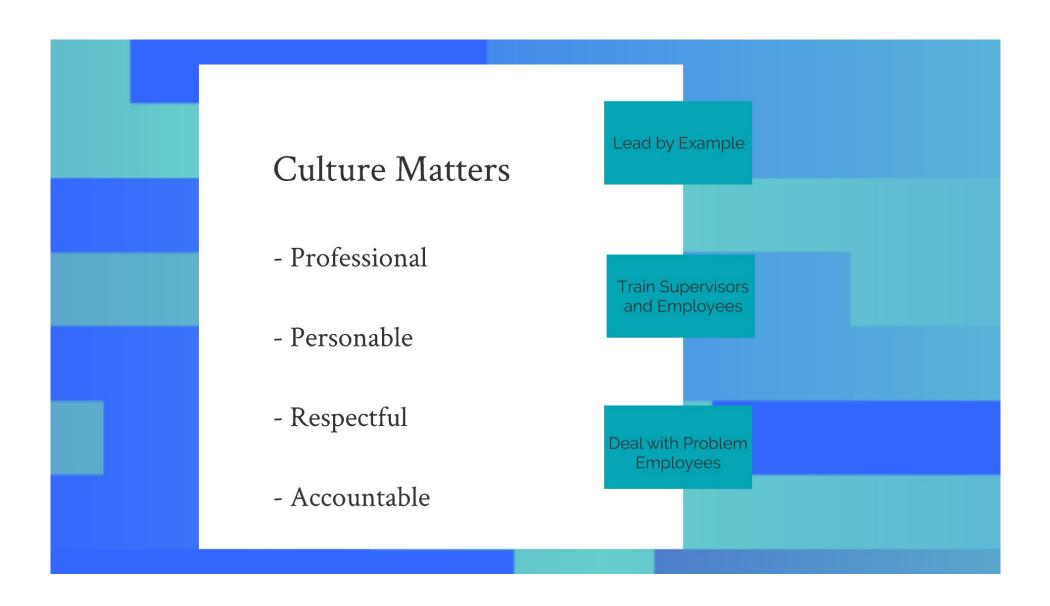
Train Employees and Supervisors

- EEO
- Performance Management
- Safety Issues
- Hiring and Selection
- To Appropriately Report Misconduct

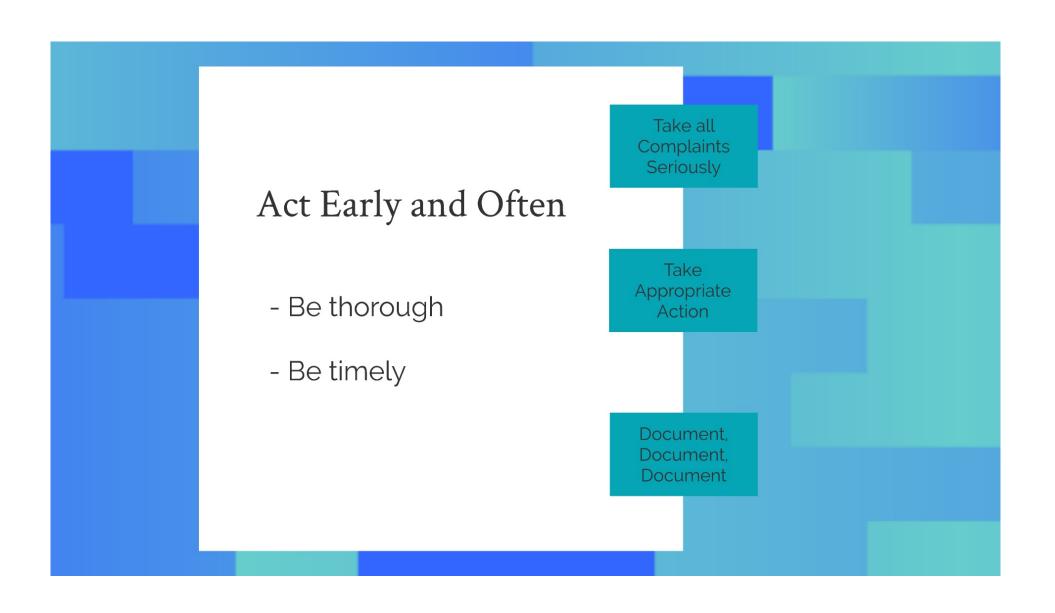


Hold employees accountable

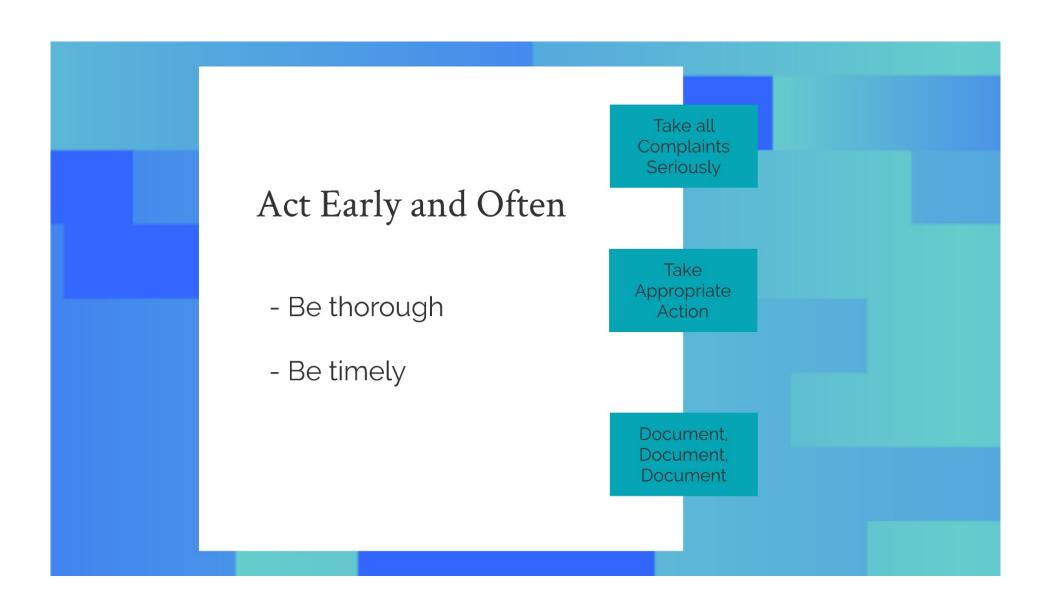
- Counseling
- Discipline
- Removal
- Document





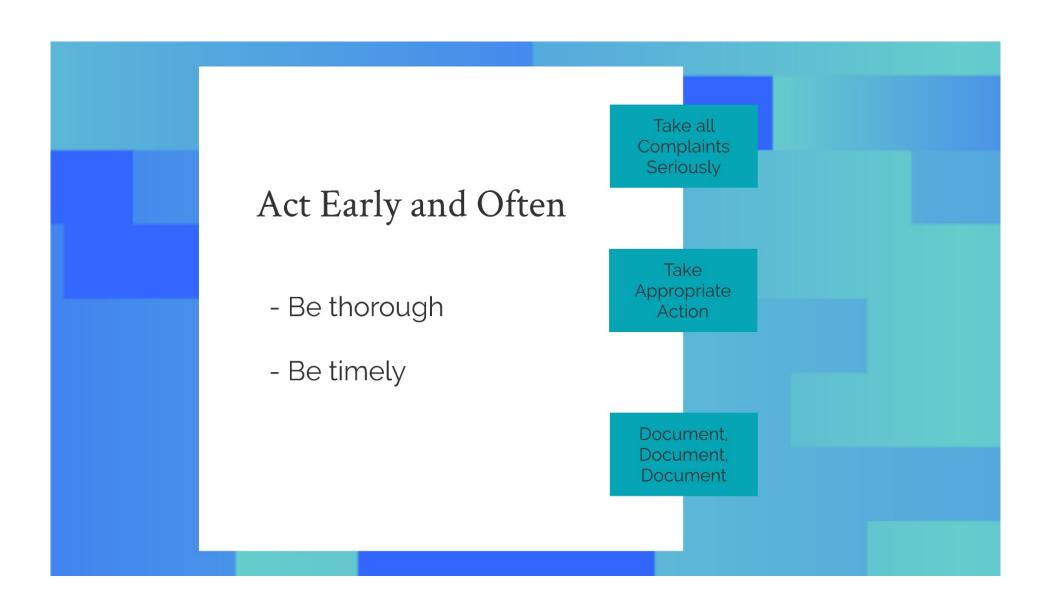


Take all complaints seriously: - Informal - Anonymous - Co-Worker - Supervisor



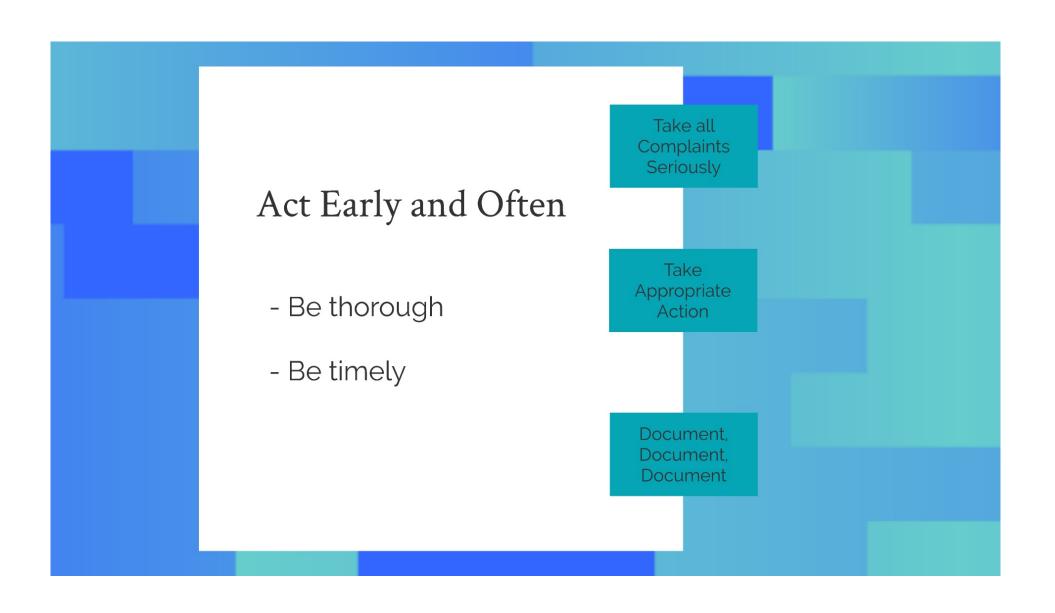
Take Appropriate Action

- Harassment Complaint Investigate and take corrective action
- Deal with problem employees through training, corrective action
- Resolve issue at hand and future issues
- Training of all employees to avoid future issues



Document, Document

- At the time the incident occurs
- Facts, not opinions
- Reason for action
- Any difficult conversation, situation
- When you expect a future issue
- When there is something out of the ordinary





Be Consistent

In all employment actions:
 hiring, disciplining, firing,
 compensation, performance
 management

- Throughout the organization

- Treat your worst employee the same as your best employee

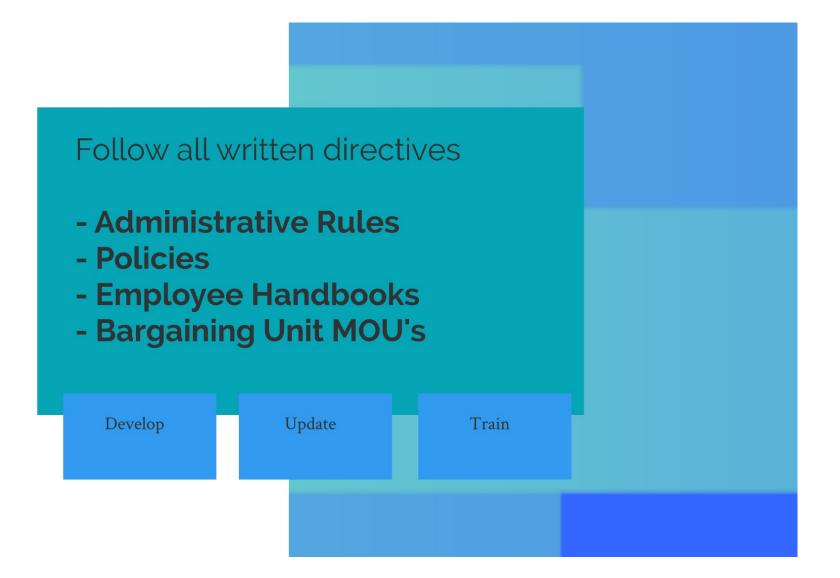
Written Directives

Pay Attention
To Your
Numbers

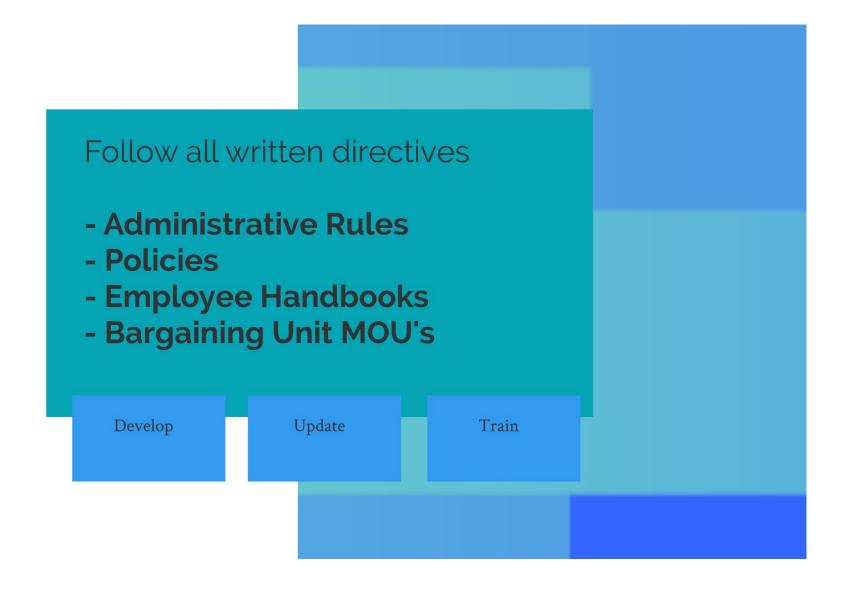


Development of written directives

- Be thorough
- Be concise
- In plain language
- Consistent with each other

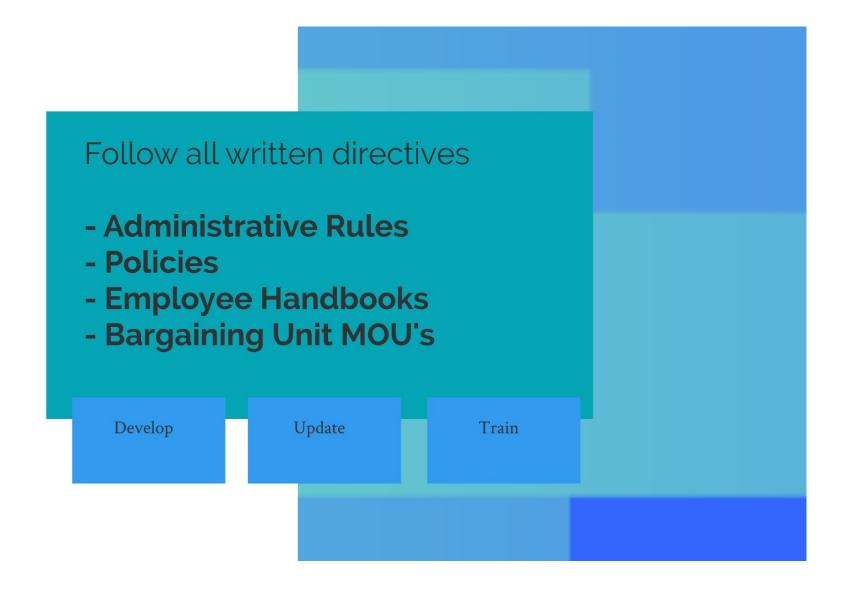


Keep updated - With current law - With other written directives



Train employees and supervisors

- Proper application
- Internal guidance



Be Consistent

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hiring, disciplining, firing,
compensation, performance
management

- Throughout the organization

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Written
Directives

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 hiring, disciplining, firing,
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- Throughout the organization
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Written
Directives

Pay Attention
To Your
Numbers



Seek Appropriate Guidance

- At the beginning, middle and end
- You are not expected to be knowledgeable in HR issues or employment law

HR/ Management

Attorney

HR and Management

- They are knowledgeable in appropriate actions to take
- They know what others in the organization are doing with similar issues

Seek Appropriate Guidance

- At the beginning, middle and end

- You are not expected to be knowledgeable in HR issues or employment law HR/ Management

Attorney

Attorney

- Seek competent counsel in employment law
- Share all relevant facts share good, bad, and ugly -

