



April 24, 2020

Economic Reopening Recommendations

As the surge is contained, as government testing, treatment and tracking is established, and as essential services are firmly defined, the rest of the economy must adapt to living and operating with COVID-19.

Much like those operating on the front lines, every business must develop operational standards and new business models that protect the health and safety of employees, customers, clients and the general public. Doing so takes time and businesses must slowly and methodically build these plans in order to move from surviving to thriving as we live with a global pandemic.

As your business returns or advances toward regular operations, the Georgia Chamber offers the following recommendations to develop SAFE BUSINESSES that can operate effectively in this environment:

- **In all phases of recovery, businesses should remain diligent to stop the spread of COVID-19. The health and safety of customers, employees and families should always remain top priority.**
- **Businesses that do not feel comfortable operating in this environment should not do so. You have a responsibility to your family, employees and customers and should act accordingly.**

Governor Brian Kemp's executive order from April 20, 2020, outlines the following:

Friday, April 24, 2020

Gyms, fitness centers, bowling alleys, body art studios, barbers, estheticians, hair designers and massage therapists may **(but are not mandated to)** begin minimum basic operations [https://www.gachamber.com/wp-content/uploads/2020/04/042020_MinimumBasicOps.pdf].*

Monday, April 27, 2020

Restaurants may **(but are not mandated to)** begin providing dine-in services under the same restrictions* as noted above for all businesses. *No business or government can have more than 10 individuals in a single place, and all must remain six feet apart, unless they are family members, or their business is defined as "critical infrastructure".***

Thursday, April 30, 2020

The current shelter-in-place order expires for Georgia. The shelter-in-place order provided public health and safety protections in order to flatten the curve. This order allowed for essential business and services to continue operations by following federal and Centers for Disease Control and Prevention (CDC) guidelines.

Wednesday, May 13, 2020

The public health state-of-emergency expires for Georgia.



Operating within these parameters and deadlines, Georgia businesses must now commit to a methodical approach for re-starting the economy and ensuring recovery. This approach must work in tandem with federal, state, and local regulators and elected officials. As testing, treatment and tracing capacity is established, a gradual return to work should be coupled with a detailed business plan.

Response and Reopening Plan. Be prepared to react to local, state and federal directives and educate employees. Follow Governor Kemp's executive order's guidelines for **minimum business operations**:

- ◆ Screening and evaluating workers who exhibit signs of illness, such as a fever over 100.4 degrees, cough, or shortness of breath.
- ◆ Requiring workers who exhibit signs of illness to not report to work or to seek medical attention.
- ◆ Enhancing sanitation of the workplace as appropriate.
- ◆ Requiring hand washing or sanitation by workers at appropriate places within the business location.
- ◆ Providing personal protective equipment (PPE) as available and appropriate to the function and location of the worker within the business location.
- ◆ Prohibiting gatherings of workers during working hours.
- ◆ Permitting workers to take breaks and meals outside, in their office or personal workspace, or in such other areas where proper social distancing is attainable.
- ◆ Implementing teleworking for all possible workers.
- ◆ Implementing staggered shifts for all possible workers.
- ◆ Holding all meetings and conferences virtually, wherever possible.
- ◆ Delivering intangible services remotely wherever possible.
- ◆ Discouraging workers from using other workers' phones, desks, offices, or other work tools and equipment.
- ◆ Prohibiting handshaking and another unnecessary person-to-person contact in the workplace.
- ◆ Placing notices that encourage hand hygiene at the entrance to the workplace and in other workplace areas where they are likely to be seen.
- ◆ Suspending the use of Personal Identification Number ("PIN") pads, PIN entry devices, electronic signature capture, and any other credit card receipt signature requirements to the extent such suspension is permitted by agreements with credit card companies and credit agencies.
- ◆ Enforcing social distancing of non-cohabitating persons while present on such entity's leased or owned property.
- ◆ For retailers and service providers, providing for alternative points of sale outside of buildings, including curbside pick-up or delivery of products and/ or services if an alternative point of sale is permitted under Georgia law.
- ◆ Increasing physical space between workers and customers.
- ◆ Providing disinfectant and sanitation products for workers to clean their workspace, equipment, and tools.
- ◆ Increasing physical space between workers' worksites to at least six (6) feet.

**** Quick reference CISA Guidelines:**
https://www.cisa.gov/sites/default/files/publications/Version_3.0_CISA_Guidance_on_Essential_Critical_Infrastructure_Workers_3.pdf



Additionally, Georgia businesses should develop their own practices to address specific issues:

Establish New Workplace Protocols:

- ◆ Provide **flexible shifts and staggered schedules**
- ◆ **Implement work zones** to reduce employee footprint onsite and keep teams separate to minimize possible contact.
- ◆ Revise existing policies for the **comfort and safety** of employees.
- ◆ Limit and **control travel** with new policies.
- ◆ **Teleworking** will continue to be an important tool for employers in order to accommodate social distancing guidance and not overburden transportation systems and childcare facilities.

Establish Strict Health Safety Protocols:

- ◆ Individuals should take responsibility for cleaning their **personal workstation**.
- ◆ Provide sick employees **time off** and offer **flexibility** to care for children and ill family members.
- ◆ The CDC recommends **temperature screenings** of individuals before entering a work facility.
- ◆ The CDC is now recommending individuals wear masks in public places and use **Personal Protective Equipment (PPE)**.
- ◆ Many offices have regular cleaning crews, but all workplaces should **coordinate extensive cleaning daily** to limit potential spread.

***Disclaimer:** The Georgia Chamber seeks to provide access to recommendations, regulations, services, and expertise to its members. During the COVID-19 pandemic, this mission remains constant. Prior to acting, members should consult their own professional advisors for information and counsel specific to the individual and unique situations faced by organizations, individuals, and corporations. The opinions, interpretations and recommendations of the Georgia Chamber are informational only and should not be relied upon by the recipient as legal or professional advice. The Georgia Chamber makes no representations as to the accuracy or reliability of the content contained herein. Users of this information accept all risks associated with the use of such information and agree that the Georgia Chamber has no liability to user.*

Transportation: With already reduced routes for public transportation, providing ample public transportation that meets with social distancing requirements will be challenging. Staggered workdays and/or continued telework can reduce congestion at peak travel times.

Childcare: Currently, childcare is limited. As individuals return to work, childcare facilities will not be able to return to normal capacity and accommodate proper social distancing. Employers should offer flexible schedules and other support for families.

Implement Customer Interaction Guidelines:

- ◆ Develop procedures to limit **customer-to-customer** contact by spacing, occupancy restrictions, operational hours, etc.
- ◆ Develop operational changes that limit **customer-to-product** contact like providing gloves, bags, etc.
- ◆ Develop **customer-to-employee** protections like shields, guards and contact-less payment systems.

Employee Recommendations:

- ◆ Practice **good hygiene**.
- ◆ **Wash hands** frequently for 20 seconds with warm water and soap and use hand sanitizer when soap is not available.
- ◆ **Avoid touching your face**.
- ◆ **Disinfect** surfaces frequently.
- ◆ **Cover your face and mouth when sneezing or coughing**.
- ◆ Utilize **non-medical face coverings** in public places in accordance with CDC guidance.
- ◆ **Be smart.** Do not go to work if you feel sick and follow direction of state and local health authorities.