

QUICK Q&A

Answers to not-so-common questions

Even the most experienced HR pros have questions from time to time. Our monthly Quick Q&A series provides answers to not-so-common questions and links to helpful resources.

Q. Our office is seeing an increase in COVID-19 cases among our workforce. Are there any government requirements we must follow?

A. The COVID-19 public health emergency and national emergency both [ended](#) on May 11, 2023, with the benefit-related provisions of the national emergency expiring on July 10, 2023. While employers are no longer subject to the legal obligations of the emergencies, there are still steps employers can take to prevent the spread of COVID-19 in their workforce.

The Center for Disease Control (CDC) has advised the population to remain vigilant with preventive measures, like getting tested for COVID-19 if symptoms are present, masking and isolating if exposed to the virus and staying current on vaccinations. If an exposure occurs, an individual should follow [CDC recommendations for isolation and testing](#). In the event of a positive COVID-19 case, isolation is recommended for 5 days regardless of vaccination status. If you see an uptick of cases in your office you can encourage masking, make sanitization and cleaning supplies readily available to employees and encourage vaccination.

Combating COVID-19 within your workforce can be a complex issue. Consider establishing a COVID-19 policy for your company that clearly lays out the steps and procedures expected of employees and management when handling a suspected or confirmed case. Implementing a structured action plan reduces confusion and can result in lower cases. For policy creation assistance, [refer](#) to our HR policy creation experts.

Additional Resources:

- [Free at-home COVID-19 tests](#)
- [CDC recommendations for COVID-19 prevention](#)
- [Isolation and exposure calculator](#)

Got an HR question? Let us know how we can help at HRconsulting@bukaty.com.