## Roadmap to Reopening Decision Tree



This decision tree is intended to provide additional guidance to help determine which of the many resources Engage has made available to clients may apply to a specific situation. Clients are encouraged to work in consultation with their Account Manager and/or Engage HR Consultant.



Descriptions Checklist, and New Hire Forms.



credit impact.

They have a medical condition that makes them vulnerable to COVID-19 and fear returning to the workplace.

Why?

See guidance on <u>ADA</u> <u>Accommodation</u> and related webinars. They do not have a medical condition that makes them vulnerable, but still fear returning to the workplace.

> See guidance on OSHA - FAQs and Webinars

They are sick, have been advised by a healthcare professional to selfquarantine, are caring for someone who is sick or has been advised by a health care professional to self-quarantine.

See guidance on <u>ADA</u> <u>Accommodations</u>, <u>FMLA Leaves</u>, and <u>FFCRA Leaves</u>. They are caring for their children because school/ childcare has been interrupted due to COVID-19.

See guidance on <u>FFCRA</u> <u>Leaves.</u> They are making more on unemployment and prefer to stay on unemployment and refuse to return to work.

Obtain employee certification that they have refused rehire offer or return to work notification on their offer letter, return to work letter, or voluntary resignation letter and notify Engage's Unemployment They have someone at home who is vulnerable and fear returning to the workplace.

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See<u>FAQ</u> regarding employees who have loved ones who are vulnerable.

This document is not legal advice.