



Employer Strategies to Address Monkeypox

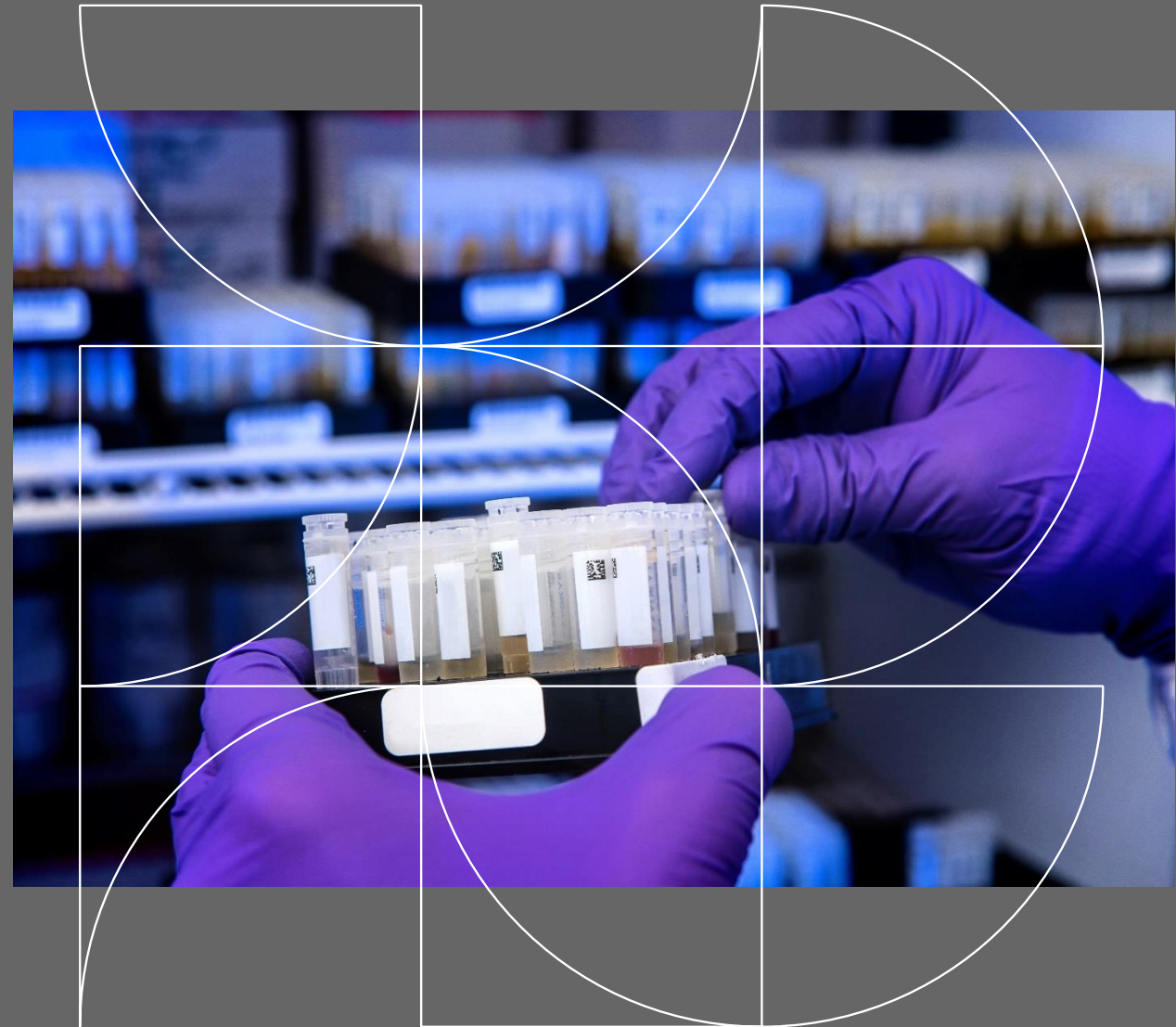
Presented By:

Seyfarth's Health Emergency & Infectious Disease Task Force

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Seyfarth Shaw LLP

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Speakers



Tracy Billows
Partner
Chicago



Karla Grossenbacher
Partner
Washington D.C.



Scott Hecker
Senior Counsel
Washington D.C.

Agenda

- 01** Introduction to Health Emergency and Infectious Disease Task Force
- 02** OSHA/CDC Guidance
- 03** Employment and EEOC Issues
- 04** Questions

Health Emergency & Infectious Disease Task Force

Our **Health Emergency & Infectious Disease Task Force** can help you navigate the workplace implications of public health emergencies and infectious diseases.

This task force is constantly monitoring developments concerning existing health emergencies and infectious diseases, alerting clients to business implications when novel situations arise, and proactively identifying situations that are on the horizon that employers may want to get ahead of and start planning.

The task force advises clients on short-term responses and long-term strategies, bringing together key insights from across the firm to address these issues.

Monkeypox has not been identified as a workplace emergency

- On August 4, 2022, the Biden Administration, through the U.S. Department of Health and Human Services, joined the WHO in declaring monkeypox a **public** health emergency.
- Neither the CDC nor OSHA has released guidance related to monkeypox in the workplace (other than for the healthcare industry).
- Employers should track CDC guidance related to monkeypox if and when it issues, and take necessary steps to abate any potential hazard in the workplace.
- Employers should educate employees about monkeypox, follow their illness prevention protocols, and remind them that they should not come to work when sick.

**Monkeypox has not
been declared a
pandemic**

1. The EEOC's pandemic guidance does not apply.
2. The job-related and business necessity standard under the ADA does apply.
 - certain workplaces could meet this standard
3. Your infectious disease policy does apply.
 - pair a reminder of the policy with a monkeypox specific communication
4. Beware of discrimination and disparate impact issues

questions?

thank you