

Today's webinar will  
begin shortly.

We are waiting for attendees  
to log on.

# Managing the COVID-19 Panic: A Practical Discussion on Growing Concerns



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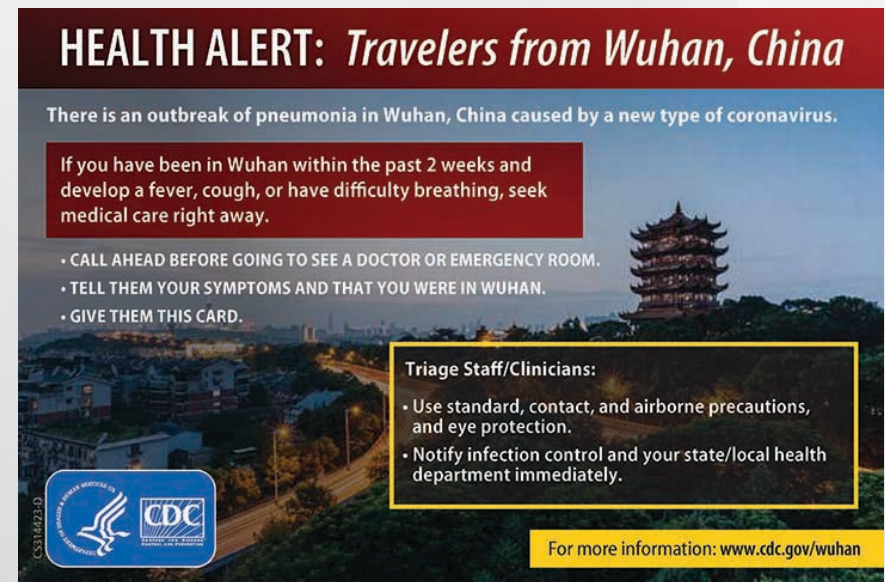
# Introduction

- Current global status of COVID-19
- Program objectives
- International perspective
- Immigration perspective



# Program Goals

- Understand current environment
- Status of COVID-19
- Government rights to quarantine
- Discuss employer's duty of care
  - Foreign employees
  - U.S. expats
  - Third country nationals
  - Inbound employees here in the U.S.
- Immigration issues: detained at the border



**HEALTH ALERT: *Travelers from Wuhan, China***

There is an outbreak of pneumonia in Wuhan, China caused by a new type of coronavirus.

If you have been in Wuhan within the past 2 weeks and develop a fever, cough, or have difficulty breathing, seek medical care right away.

- CALL AHEAD BEFORE GOING TO SEE A DOCTOR OR EMERGENCY ROOM.
- TELL THEM YOUR SYMPTOMS AND THAT YOU WERE IN WUHAN.
- GIVE THEM THIS CARD.

**Triage Staff/Clinicians:**

- Use standard, contact, and airborne precautions, and eye protection.
- Notify infection control and your state/local health department immediately.

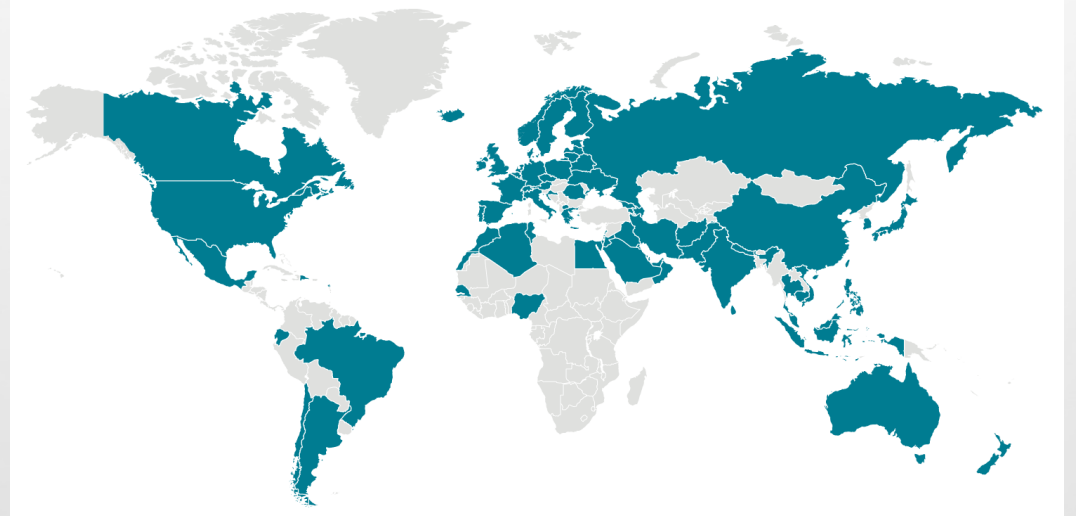
For more information: [www.cdc.gov/wuhan](http://www.cdc.gov/wuhan)

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U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES  
CENTERS FOR DISEASE CONTROL AND PREVENTION  
CDC

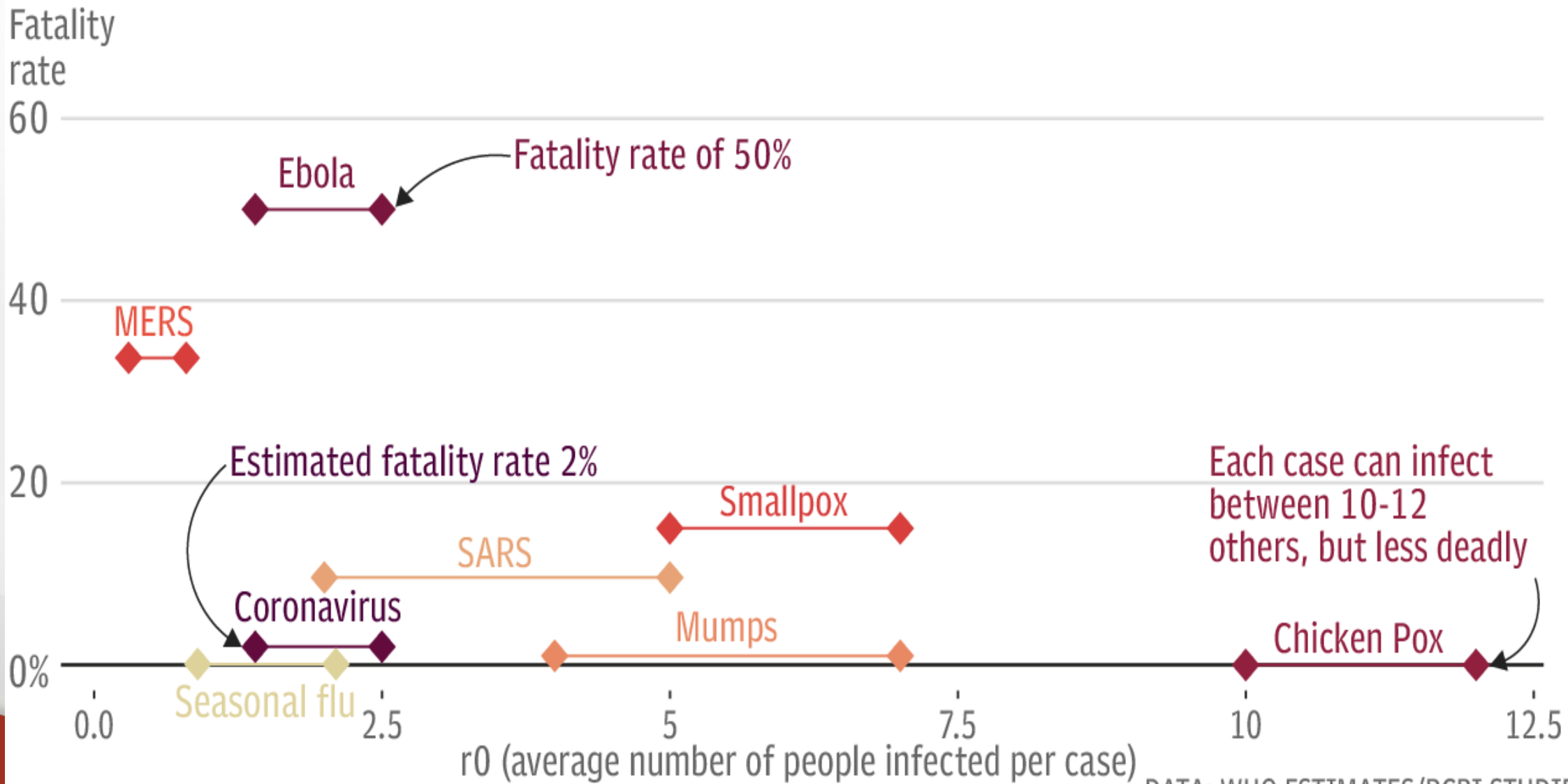
# Understanding COVID-19

- What we know and don't know about COVID-19
- Influenzas, SARS, and COVID-19
- Infectiousness, individuals most affected
- Whether an asymptomatic infected person can be infectious
- Reinfection?

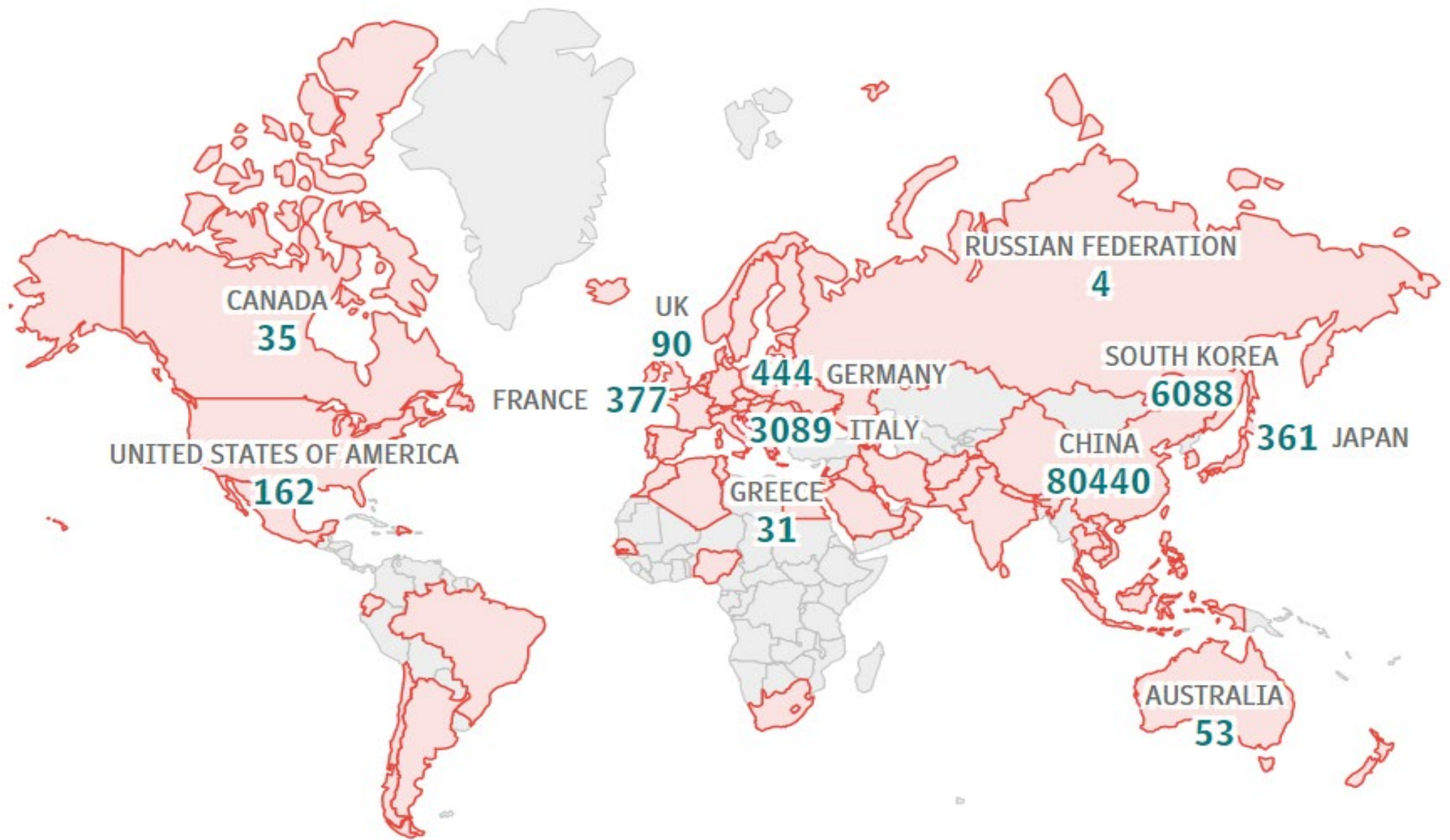


# Coronavirus: How does it compare to other diseases?

*Average reproductive rate (r0) of infectious diseases and fatality rate*



DATA: WHO ESTIMATES/RCBI STUDIES



Source: WHO, CDC, ECDC, NHC, DXY. Last updated: 05/03/2020. Japan total excludes 706 cases from the Diamond Princess

# CDC, WHO and Other Public Health Guidance

- The Role of CDC and World Health Organization (WHO) guidance
- The Role of U.S. Homeland Security and State Department pronouncements
- Employment decisions and the Direct Threat and Ability to Perform Essential Functions tests
- Medical Inquiries and the ADA



# Employee Issues

- Refusal to work or travel
- Requests for masks and other Personal Protective Equipment (PPE) or avoiding the public
- Group or Concerted Protected activity
- The Occupational Safety and Health Act (OSHA) and overseas work

# Education and Information Control

- Your primary goal: avoid panic
- The importance of constantly updated employee communications, tie-ins with wellness efforts, and seasonal flu prevention
- Handling concerned employees, students, family and the public when issues arise



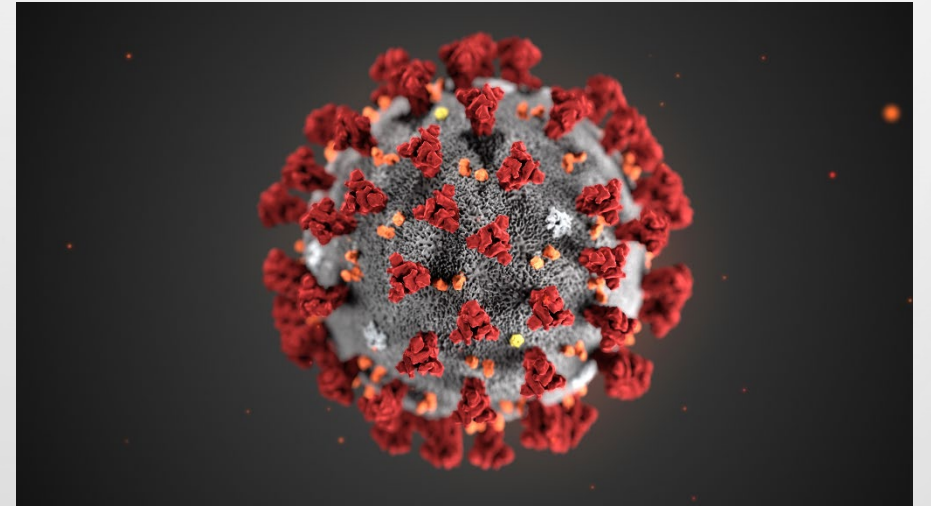
# Expats and Inbound Employees

- Travel restrictions
- Insurance coverage
- Contractual obligations
- Recalls and return home
- Medical care abroad
- Active management
- Family circumstances and health



# Foreign Nationals

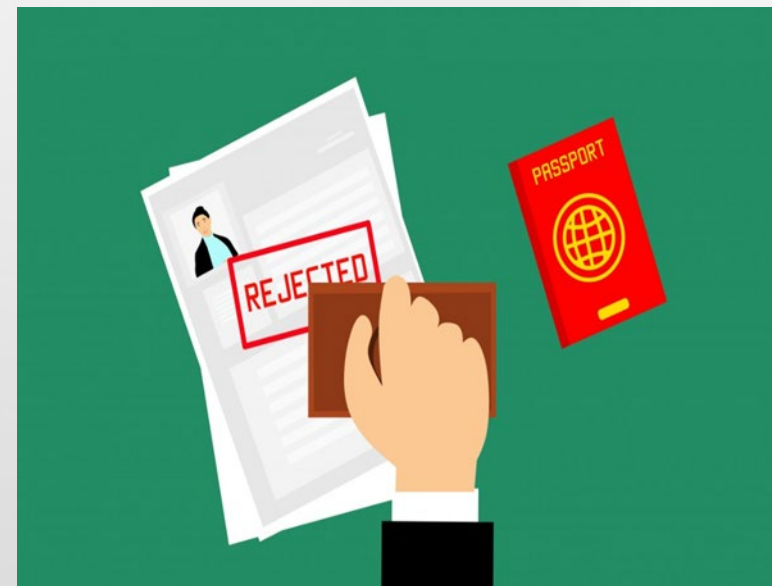
- Understand contractual obligations
- Plant or office shut-downs
- Remote working
- Expenses
- Active management



# Presidential Proclamation

President Trump issued a Presidential Proclamation limiting the entry of most foreign nationals who were physically present in China during the 14-day period before their attempted entry into the United States. This travel restriction took effect on February 2.

Currently it only impacts those who were physically in Mainland China and Iran (added March 4<sup>th</sup>). It does not yet include Hong Kong, Macau, or Taiwan.



# Government Coordination

## White House Proclamations Precede Agency Coordination

- Department of State: Visa Issuance at Embassies and Consulates
  - Emergency procedures can be announced at any time that can delay.
- Customs and Border Patrol: Admissions at Ports of Entry
  - February 2, 2020 – All flights from China are restricted to 11 U.S. Airports
- USCIS Offices: Adjudications of Immigration Benefits
  - Field offices in Beijing and Guangzhou closed on February 5th
  - Seattle Field office closed on March 3rd for two weeks

# Specific Visa impact

- Student visas on F and M status may go through additional screening
- Processing times for visa applications relatively unchanged for now
- Not all foreign nationals are subject to the restriction. Exempt status includes Lawful Permanent Residents, spouses and children (unmarried under 21) of U.S. citizens and LPRs, parents and siblings of unmarried under 21-year-old U.S. citizens and LPRs.
- People traveling on crew member visas, or diplomatic or International Organization visas.
- In order to avoid entry denial, a non-exempt foreign national will have to travel to a third country, remain there for at least 14 days before coming to the U.S.

# Q & A



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# Further Information

- CDC 2019 Novel Coronavirus page: <https://www.cdc.gov/coronavirus/2019-ncov/index.html>
- Interim Guidance for Businesses and Employers to Plan and Respond to 2019 Novel Coronavirus (2019-nCoV), February 2020 <https://www.cdc.gov/coronavirus/2019-ncov/guidance-business-response.html>
- CDC Resources for Airlines - <https://www.cdc.gov/quarantine/air/managing-sick-travelers/ncov-airlines.html>
- OSHA Coronavirus page: [https://www.osha.gov/SLTC/novel\\_coronavirus/index.html](https://www.osha.gov/SLTC/novel_coronavirus/index.html)
- EEOC PANDEMIC PREPAREDNESS IN THE WORKPLACE AND THE AMERICANS WITH DISABILITIES ACT [https://www.eeoc.gov/facts/pandemic\\_flu.html](https://www.eeoc.gov/facts/pandemic_flu.html)
- WHO: <https://www.who.int/emergencies/diseases/novel-coronavirus-2019>
- WHO Coronavirus Myth Busters: <https://www.who.int/emergencies/diseases/novel-coronavirus-2019/advice-for-public/myth-busters>
- US State department Travel Advisories: <https://travel.state.gov/content/travel/en/traveladvisories/traveladvisories.html/>

# Thank You



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