

Pandemic Threat Requires Employers Re-think Policies and Employee Benefits

Publication

11.01.06

Health experts warn that the question is not whether we will have a pandemic, but when. Responsible employers will take this warning seriously and begin now to prepare for a pandemic or similar crisis that affects their workforce.

In anticipating this possible scenario, you need to think outside of your normal business operations and consider revising some policies or benefits. Some things to think about are: providing vaccines, reviewing safety policies, ensuring short term disability programs, revising attendance and leave policies adapting paid time off policies, relaxing prohibitions against loans and pay advances, establishing a disaster communications process, laying a foundation for telecommuting, engaging a company physician or nurse, and forming a 501(c)(3) foundation.

Many of these changes may also be appropriate preparations for other types of workplace crises. This list is not intended to be all-inclusive and there may be other appropriate actions that particular employers should consider.

This article appeared in November, 2006 issue of *The Production Line* and on *ForConstructionPros.com* dated February 26, 2007. It was also published in Legal Management News, Winter, 2006. Information about this magazine is available by e-mailing the [Association of Legal Administrators - Oregon Chapter](#).

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D. Albert Brannen

Partner

404.240.4235

Email