



Businesses Develop Safety Protocols as California's Economy Slowly Reopens

News

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As part of a four-phase plan to gradually restart the California economy, Gov. Gavin Newsom is allowing some employers to reopen their workplaces—as long as they meet strict guidelines. In an interview with *SHRM*, **Lonnie Giamela** says employers should review state and local orders, along with guidance from the CDC, to develop a safety plan tailored to their workplace. He says, “businesses need to recognize that there is no one-size-fits-all process for businesses to ramp up operations and reinstate employees back to work.

Lonnie also provides insight into the legal risks employers may face with reopening. He outlines three basic categories for employers to keep in mind: workers’ compensation and negligence claims, discrimination and fair-employment claims, and wage and hour claims.

To read the full article, visit [SHRM](#).

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Lonnie D. Giamela

Partner

213.330.4454

Email

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