



Understanding Employment Law Implications When Employees Refuse to Work Due to Fear of COVID-19

Publication
7.21.20

In his article for *Employee Benefit Plan Review*, **Phillips McWilliams** outlines how employers should navigate the legal implications when employees refuse to work due to fear of COVID-19. In the article, Phillips advises employers to analyze their workspace and determine which guidelines from the Centers for Disease Control and Prevention and similar agencies they should implement. He also says employers should communicate the new safety measures and procedures to the workforce prior to reopening. This will help alleviate concerns employees have about contracting COVID-19 while at work. Finally, Phillips explores the implications of numerous employment laws in the context of COVID-19.

To read the full article, visit [*Employee Benefit Plan Review*](#).

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