

**President Trump's Three Phase Plan for Opening Up America Again**

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President Trump has generated a Three-Phase Plan to allow businesses in America to return to business as usual following the economic upheaval created by the Covid-19 pandemic. Each phase of President Trump's plan has different recommendations for American employers.

During all three phases, employers are advised to develop and implement policies, using Federal, State, and local regulations and guidance, and informed by industry best practices, regarding:

- Social distancing, sanitation, and protective equipment;
- Use and disinfection of common and high traffic areas; and
- Business travel; as well as

Employers are also being asked to (1) monitor their workforce for indicative symptoms and require all symptomatic employees to be cleared by a medical provider before physically returning to work; and (2) develop and implement procedures for workforce contact tracing following any employee's positive Covid test.

**Phase One**

During phase one, it is recommended that employers:

- Continue to allow their employees to work remotely whenever possible and feasible.
- Have their employees return to the worksite in phases rather than all at once.
- Close common areas or enforce strict social distancing protocols.
- Minimize non-essential travel and adhere to CDC guidelines regarding essential travel.
- Strongly consider making accommodations for at-risk personnel.

**Phase Two**

During phase two, employers are instructed to:

- Continue to allow their employees to work remotely whenever possible and feasible.
- Close common areas or enforce strict social distancing protocols.
- Strongly consider making accommodations for at-risk personnel.
- Non-Essential travel can resume.

**Phase Three**

During phase three, employers may resume unrestricted staffing of worksites.

The foregoing is not intended to take the place of legal advice. If you as an employer have any questions or concerns regarding your legal obligations during this outbreak, please contact Rhiannon Jajoo at 832-399-3332 or [rjajoo@hanszenlaporte.com](mailto:rjajoo@hanszenlaporte.com).

