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Preparing for the Day When the State of Emergency Is Lifted

The United States Department of Labor Occupational Safety and Health Administration (OSHA) has issued at many different “Guidance Documents” for addressing the “COVID-19, Novel Coronavirus” in the work place.

The full list is available here:

<https://www.osha.gov/pls/publications/publication.athruz?pType=Industry&pID=651>

What does this mean for YOUR Business? Do your current operational procedures conform to the recommended “best practices?” What steps should you as a business owner consider putting in place before “re-opening?”

During this unprecedented and challenging time, Brown, Brown & Young, P.A., has been assisting its business clients in several ways. For some clients, the focus has been on meeting the requirements of the evolving regulations which are impacting their ability to operate, or even if they can remain “open.” Other business owners need guidance about their options:

- When their businesses have been “interrupted” (whether by “closures” or by a tenant not paying rent);
- About how to negotiate with their customers when their ability to meet contract obligations has hit supply issues stemming from delays in deliveries;
- What to do if they face a current or a projected inability to be able to meet development deadlines in a real estate projects, due to governmental suspensions in testing or permit review;
- Employment issues;
- Suggestions on what practices business owners can use to communicate changes in operational procedures to employees and customers.

Regardless of the type of issue, Brown, Brown & Young, P.A., is here for its clients.

The current focus is on how a business can continue to meet various challenges during the current “state of emergency.” To address that, we have prepared the following document: **A COVID-19 “TO-DO” LIST – General Guidance for Businesses, including a “12 Steps Your Business Needs to Take”:**

<https://lawbrown.com/businesses-to-do-list.pdf>

Whether it is adapting new procedures or revising current operations in keeping with OSHA- and CDC-issued guidelines, we believe that the focus will soon shift to how businesses can prepare for the day when that state of emergency is lifted, and to compliance/enforcement issues.

On April 16th, 2020, there were two pivotal developments at the federal level that tell us that the day to prepare for the “next phase” is quickly approaching.

On that day, the White House has issued a document titled “Guidelines — Opening Up America Again,” an advisory guidance on the first steps for the “re-opening” of businesses, schools, etc.; you may see it here: <https://lawbrown.com/Governmentpacket.pdf>.

On that same day, OSHA issued its initial “Interim Enforcement Response Plan for COVID-19” with instructions to its area offices for investigating workplace complaints related to a business’s COVID-19 responses:
<https://www.osha.gov/memos/2020-04-13/interim-enforcement-response-plan-coronavirus-disease-2019-covid-19>.

At Brown, Brown & Young, P.A., we expect that the regulatory agencies, as well as private individuals, may shift their focus from “getting through” this crisis, to a retrospection, evaluating whether a business met its obligations from how it dealt with employment issues to workplace procedures, and even in its contract and lease relationships.

Your attorney at Brown, Brown & Young can be a resource to you for the questions that you may have in dealing with this kind of analysis. If you would like to talk to us about your current needs, or to address questions that you might have in steps that you may take to be able to be ready to “re-open,” contact us at our main numbers of 410-838-5500 and 410-879-2000.

For additional information on how to communicate with your attorney, visit:
<https://lawbrown.com/about-brown-brown-young.php?page=covid#contact>.

Select this link for further information about the Government’s “guidelines” about preparing to reopen: <https://lawbrown.com/reopening-guidelines.pdf>.

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