The following questions should be considered prior to a pandemic:

1. Can employers require employees to work longer hours and under what circumstances?

2. Can employers change job descriptions and collective bargaining agreements?

3. Can employers reduce work hours?

4. Can employers implement screening processes and procedures?

5. Do employers have a right not to allow employees to come to work?

6. Can employers reduce or eliminate previously provided workplace services?

7. Do employers’ rights change depending upon type of emergency? I.E. Interruption of regular business functions, work slowage, and loss of business due to a local or wide scale pandemic.

8. Are employers obligated to continue paying employees that have expended their regular benefits, are not allowed to come to work, are unwilling to come to work, or simply can not come to work?

9. Are employees affected by employer layoffs and furloughs eligible for unemployment benefits?

10. What should employers now about their business interruption insurance as it relates to payroll and employee benefit costs?

11. What types of communications should employers’ use when informing employees about an employer’s emergency planning, implementing these plans, and expected affects on employees?