

July 2020 Newsletter - COVID-19 Urgent HR Update

On Monday, June 22nd, New York City began phase two of their reopening plan after COVID-19, and that means the landscape for businesses has changed again. The pandemic has forced employers to make quick decisions on how to reopen offices safely and approach new employee concerns. At PEAR, we are monitoring these changes at the federal, state, and local levels and understand how to maneuver the unfamiliar issues in the best way possible.

What does Phase 2 mean for your business, or your clients, in NYC?

- Phase two allows outdoor dining at restaurants and bars, some retailers may open for in-store shopping, hair salons and barbershops, and some offices may also open if they can enforce social-distancing.
- Masks and social distancing are still required.
- Non-essential business should continue to keep their office capacity at 50%, and may want to consider bringing staff back in phases or shifts.
- In-person meetings and crowded common areas should be avoided.
- Businesses should have a safety plan in place (we have a free template for you [here](#)).

Under the [“COVID-19 HR Support”](#) tab on our [website](#), we have a variety of free resources pertaining to the current COVID-19 global pandemic. Our most recent resources contain valuable information about:

- **When is a good time to return to the office?**
- **Template for your safety plan**
- **Checklist for returning to the workplace**
- **Updates you may need to make to your current employee handbook**



Ghosted by your Employees?



Fear Factor in the Workplace

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