

# COVID-19: Preparing your workplace for the new normal with Reed Smith

U.S. businesses are now confronted with countless novel issues as they prepare for an uncertain future, from caring for sick employees to keeping their workplaces safe to adapting to new laws.

Reed Smith has been with our clients every step of the way through this challenging time. We have provided thousands of hours of real-time, around-the-clock support to hundreds of new and existing clients. Our efforts have already touched every sector of industry, including: **oil & gas, financial services, retail, life sciences, health care, real estate, education, aviation, and manufacturing.**

Through our integrated **Reed Smith COVID-19 Employment Task Force**, we have developed, begun to build – and continue to prepare for – the new normal with our clients by:

- Navigating state and local laws across the United States that seem to change by the hour.
- Creating essential COVID-19 templates and communications.
- Developing both reactive and proactive strategies to handle daily developments in the current crisis.



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## What's coming next?



### Creating the post-COVID-19 workplace

- Evaluating long-term social distancing strategies.
- Adjusting and improving existing policies to meet changing employee and employer expectations.
- Adapting leave and work-from-home systems to handle the expected continued COVID-19 uncertainty.



### Getting the deal done

- Implementing new due diligence mechanisms for investigating COVID-19-related areas of exposure.



### Anticipating increased union activity

- Negotiating with existing unionized workforces to secure necessary post-pandemic collective bargaining changes.
- Aiding employer response to the expected uptick in union organizing campaigns.



### Planning for reactivation and reintegration

- Developing and messaging recall plans for furloughed and terminated employees.
- Maximizing employer advantages under the CARES Act and the Families First Coronavirus Response Act.



### Preparing for employment litigation

- Providing immediate compliance guidance under both long-standing and new employment legislation.
- Reviewing and supporting ongoing workforce decisions to mitigate the increased likelihood of traditional claims.

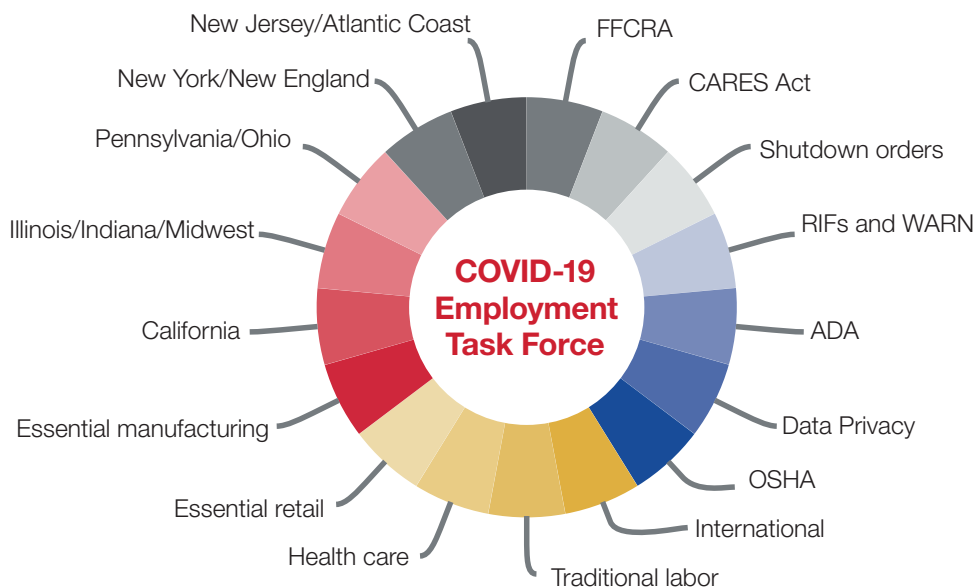
**ReedSmith**

Driving progress  
through partnership

# How Reed Smith does it

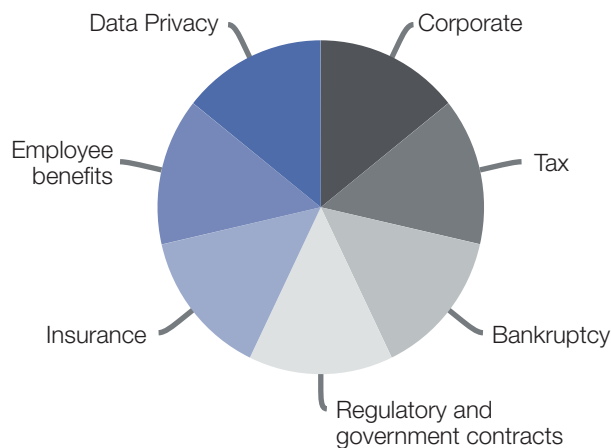
## Our task force response

Our team mobilized quickly into task forces to make sure we can share the latest news on all aspects of the crisis with our clients.



## 360-degree COVID-19 coverage

Our team is fully engaged with other firm lawyers on their key issues so we can provide comprehensive service to our clients.



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## Our key contacts

**Michael Correll**  
Partner, Dallas  
[mcorrell@reedsmith.com](mailto:mcorrell@reedsmith.com)

**Mark Goldstein**  
Partner, New York  
[mgoldstein@reedsmith.com](mailto:mgoldstein@reedsmith.com)

### California

**Mara Curtis**  
Partner, Los Angeles  
[mcurtis@reedsmith.com](mailto:mcurtis@reedsmith.com)

**Mark Phillips**  
Partner, Los Angeles  
[mphillips@reedsmith.com](mailto:mphillips@reedsmith.com)

**Michele Haydel Gehrke**  
Partner, San Francisco  
[mgehrke@reedsmith.com](mailto:mgehrke@reedsmith.com)

**Jennifer Terry**  
Partner, Los Angeles  
[jterry@reedsmith.com](mailto:jterry@reedsmith.com)

### Illinois

**Hannah Sorcic**  
Counsel, Chicago  
[hsorcic@reedsmith.com](mailto:hsorcic@reedsmith.com)

**Jill Vorobiev**  
Partner, Chicago  
[jvorobiev@reedsmith.com](mailto:jvorobiev@reedsmith.com)

### New Jersey

**John McDonald**  
Partner, Princeton  
[jmcdonald@reedsmith.com](mailto:jmcdonald@reedsmith.com)

### Pennsylvania

**Lori Armstrong Halber**  
Partner, Philadelphia  
[larmstronghalber@reedsmith.com](mailto:larmstronghalber@reedsmith.com)

**James Glunt**  
Partner, Pittsburgh  
[jglunt@reedsmith.com](mailto:jglunt@reedsmith.com)

**JT Holt**  
Counsel, Pittsburgh  
[jholt@reedsmith.com](mailto:jholt@reedsmith.com)

### Texas

**Mark Temple**  
Partner, Houston  
[mtemple@reedsmith.com](mailto:mtemple@reedsmith.com)

### Virginia

**Betty Graumlich**  
Partner, Richmond  
[bgraumlich@reedsmith.com](mailto:bgraumlich@reedsmith.com)