

**What do employers do when the entire office is sick several times because they are passing whatever they have around? People are getting the cold, flu several times. Some don't have PTO anymore.**

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Survivors work a lot of OT.

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We do not have a policy about this but we have posted signs about not bringing the flu to work. The most effective way we have combated this is when someone is out sick we have their work station disinfected, everything wiped down. Besides asking employees to cough into their elbow or a tissue, the best you can do is lead by example.

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When we see a situation where multiple people are off work over and over again for the same thing and it spreads through a department, we advise employees to stay home until they are no longer contagious...running a fever, coughing etc. Being we have a 3 day policy, that employees must have a Dr. return to work slip after being off 3 days, we do waive that policy when multiple people are affected with the same illness over and over because employees feel they are being forced to see a Dr. and spend money.

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We actually threw out sick days. We found that people were trying to use them up at the end of the year even when they weren't sick. Instead, I send people home as soon as I see that they're sick. Blowing their nose, coughing, etc. is something I don't want around, because in the end it loses us more money when they infect others. I don't punish my employees if I send them home. It's a little different if they call in sick. I will excuse them (without any punishment) if they bring me a doctor's note. If they choose not to get a doctor's note, then they won't be excused for the day and will not get paid for those hours.

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We noticed that overall, our sick days went down dramatically when giving "unlimited" sick days. Some years you might use a ton, and some years you might not need any. It has worked out better in the end for us and our employees.

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Anytime anyone in the office is sick their desk & keyboard get wiped down daily after hours along with spraying Lysol around every office space. Office kitchenette sprayed & wiped down too. We are close to requiring masks for those with coughs

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We've started stocking up on company-supplied hand sanitizer, disinfectant sprays and wipes, as well as always trying to keep people who are sick at home instead of having them 'work through it' and infect others. It's a pain to have certain people gone, but even more difficult to have them all gone.

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We typically have a cleaning staff do a full wipe down of all doors, lights switches, equipment, etc. and ask employees who are symptomatic to stay home.

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If they are out of PTO, then their time off is unpaid if they are non-exempt employees.

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Luckily we have never experienced this but hourly employees who were out of PTO wouldn't receive pay and salary employees legally have to be paid their salary but ideally some of their work could be completed at home. We do tell people that are sick not to come to work that is what PTO is for.

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If the majority of an area is affected, I don't know of a good resolution. It seems like the recurring symptoms are widespread, so it becomes a numbers game of how unfortunate your situation becomes. Be sure to post instructions about viruses and the handling of germs and encourage everyone to hang in there. Talk about it. Running out of PTO doesn't allow many options, other than unpaid time off.

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I ask our cleaning crew to deep clean – disinfect everything from door knobs and class to desk tops and bubblers, focus on bath rooms, and all production equipment hand holds, and everywhere folks touch. And let employees know to clear desks so it can be done. After that folks stop saying the workplace is making them sick.

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That is a really tough question to answer for many reasons. One size fits all policies fail to take into account the dedicated and the martyrs who show up no matter what (often spreading germs) vs. the abusers who take advantage of time off for inconsequential afflictions which, by the way, has grown with the advent of more generous benefits/PTO.

Coronavirus has reinforced the importance of staying away in the early, contagious stages of an illness, but frankly my experience says that varies widely based on the individual culture of each organization.

We do not have a consistent message nor a clear course of action when someone comes in sick. As far as pay policy is clear and when PTO runs out, you're on your own.

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They don't get paid. We keep the office clean with Lysol spray and pray a lot!

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