NORRIS, MURRAY & PELOQUIN, LLC

Legal Counsel to Employers and Schools

SPEAKING ENGAGEMENT

Thursday, May 14, 2020, **Melissa Murray** and MMA Senior Legislative Analyst Lisa Adams will lead an online discussion on current legislation and legal considerations related to issues of furloughs and unemployment for the Massachusetts Municipal Human Resources (MMHR) Association. For details and to register visit: https://www.mma.org/event/hr-webinar/

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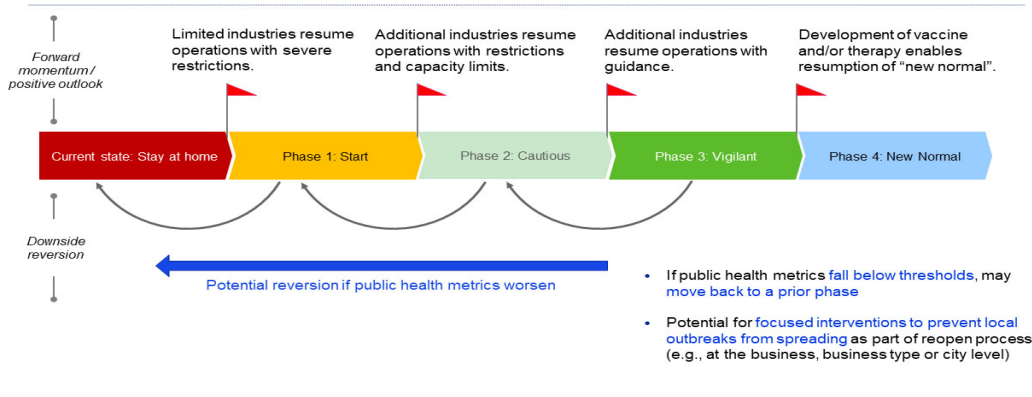bsabbag@nmplabor.com

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Reopening: 4-Phase Approach

Governor Baker has announced that the Massachusetts economy will reopen using a four-phase approach, based on public health guidance. Read more in our May 11, 2020 Special COVID-19 Client Advisor available online.

Four-Phase Approach to Reopening Massachusetts

Forward momentum / positive outlook

Limited industries resume operations with severe restrictions.

Additional industries resume operations with restrictions and capacity limits.

Additional industries resume operations with guidance.

Development of vaccine and/or therapy enables resumption of "new normal".

Current state: Stay at home | Phase 1: Start | Phase 2: Cautious | Phase 3: Vigilant | Phase 4: New Normal

Downside reversion

Potential reversion if public health metrics worsen

- If public health metrics fall below thresholds, may move back to a prior phase
- Potential for focused interventions to prevent local outbreaks from spreading as part of reopen process (e.g., at the business, business type or city level)

What's online @ nmplabor.com

For the last 2 months NMP has been putting together weekly COVID-19 Client Advisors and updating our website with new legislation and resources for city, town and school leaders and managers. In case you missed it, here is a sampling of what is available online:

- DESE Updates Guidance on 2019-2020 School Year Requirements
- EEOC Posts New Q & A Document Regarding COVID-19 and EEO Laws
- Graduation Requirements for Class of 2020
- Zoom Makes Privacy and Security Fixes
- AG's Office Issues Tips for Safe Video Conferencing
- DLS' Website Offers Municipal Resources
- PANDEMIC PREPAREDNESS IN THE WORKPLACE AND ADA
- U.S. DOE Issues Supplemental Fact Sheet Regarding Students with Disabilities
- President Signs Coronavirus Aid, Relief, and Economic Security (CARES) Act
- Massachusetts Issues Stay-at-Home Advisory
- President Signs Families First Coronavirus Response Act

These posts and many more our available online on our COVID-19 Resources page.