

## Employee Update: Responsible Restart Ohio Plan 05/01/2020

---

On April 27, 2020, Governor DeWine announced the details of Ohio's "[Responsible Restart](#)" plan which allows certain economic sectors to begin to resume operations over time – subject to specific requirements. The Governor has expressed that this is a limited first step and many sectors of the economy remain closed - including schools for the purposes of face to face instruction. To be clear, the State has not lifted its Stay at Home Order, but rather has issued a [revised Order](#) – maintaining many of the original restrictions.

According to the Responsible Restart Plan, general office and construction environments may begin to resume operations on May 4<sup>th</sup>. From reading the headlines, one may perceive that this Plan paves the way for a return to full staffing of a majority of University offices and services in the very near term – but it in fact does not.

The Governor has indicated that the State will be measured in its approach to reopening the economy – particularly through the month of May as testing and contact tracing resources are being established. As such, under the Responsible Restart Plan all businesses are subject to [general](#) and [sector specific](#) operating requirements. For example, the Plan includes social distancing and occupancy requirements and mandates several new safety standards such as [wearing masks](#) and conducting a [COVID-19 symptom self-assessment](#) before reporting to work. The Plan also requires personnel to work from home whenever possible and feasible – which is basically what we have been doing.

So what does this mean for you?

- The vast majority of employees should simply keep doing what they have been doing and maintain their current work arrangement. If you have been working remotely or in a blended work arrangement – continue to do so. If you have been working as essential personnel on campus – continue to do so.
- Supervisors and employees should discuss potential return to on-campus work in those limited circumstances where an employee has not been able to work remotely or in a blended arrangement – provided that the employee's return to work on campus does not compromise social distancing requirements in the office environment (minimum of 6 feet).
- If you are ill or have symptoms do not report to work. If you have an underlying medical condition or vulnerability or are living in the same household as someone who does, discuss the risks with your health care provider and follow their directive. If you are caring for a child(ren) as a result of a school closure continue to work remotely or in a blended / flexible work arrangement to the greatest extent possible.
- Beginning May 4<sup>th</sup>, all employees who report to work on campus are required to observe the [University's workplace protocols](#), which have been revised to reflect the Responsible Restart plan requirements.

Please let me know if you have any questions or concerns.

Peace and blessings,  
Brenan

Brenan Pergi  
Vice President of Human Resources  
Franciscan University of Steubenville