

COVID-19 Update: Oregon Employers in Counties Entering Phase II May Begin Limited Return to Office Work; Remote Work Is Still Recommended

From: Stoel Rives LLP <stoel\_rives@stoel.com>

Sent: Mon, Jun 8, 2020 at 5:40 pm

To: Tamara Jones

If you have problems viewing this email, you can [view it as a web page](#)



Oregon Employers in Counties Entering Phase II May Begin Limited Return to Office Work; Remote Work Is Still Recommended

June 8, 2020

Governor Brown's latest Executive Order, 20-27, issued June 5, 2020 provides comprehensive guidance for Oregon employers as the majority of the state enters Phase II of Oregon's reopening plan. In addition to outlining the sector-specific requirements for Phase II, which we recently blogged about [here](#), the Executive Order provides further instructions regarding office work.

Under Oregon's Stay at Home Order and the Baseline Phase and Phase I of Oregon's reopening plan, work in offices was prohibited when telework and work from home options were available, in light of position duties, availability of teleworking equipment, and network adequacy. When telework and work from home options were not available, employers were required to designate someone to establish, implement, and enforce physical distancing policies. Multnomah County, Oregon's most populous county, which includes the City of Portland, remains at the Baseline Phase.

Executive Order 20-27 provides that for Oregon counties entering Phase II, employers may begin limited return to office work. Remote working remains recommended to the extent practical. If employers choose to have employees return to the office, some of the most important threshold steps are to develop and train on social distancing policies and requirements. Employers must designate (or continue to designate) an employee(s) who is best suited to ensure that physical distancing policies are understood and followed by employees returning to the workplace. It is prudent to think carefully about your employee-designees. It is also beneficial to maintain open and transparent lines of communication with employees so that they are prepared to return and fully understand expectations and requirements before returning to the office.

The Executive Order also sets expectations regarding Phase III of Oregon's reopening. Transitions into Phase III are unlikely until widely available and effective therapeutics or a vaccine becomes available, or other significant changes in the threat from the pandemic emerge.

Key Contributors



Related Services

[Employment Agreements](#)  
[Labor & Employment](#)

We will continue to track Oregon's phased reopening and the impact on Oregon employers. Additional information about the general legal and business implications of the COVID-19 pandemic is available on our COVID-19 Resource Hub. For guidance specific to the challenges facing your business, please contact us.

[Professionals](#) | [Industries](#) | [Services](#) | [Careers](#) | [Legal Insights](#) | [About Stoel](#)

©2020 All Rights Reserved, Stoel Rives LLP

Published by Stoel Rives LLP. This email was sent to [tjones@cisoregon.org](mailto:tjones@cisoregon.org).

If you wish to be removed from Stoel Rives mailing lists, [click here](#). You may also email [unsubscribe@stoel.com](mailto:unsubscribe@stoel.com) or write us at Stoel Rives, Attention: Business Development, Rives LLP, 760 SW Ninth Ave, Suite 3000, Portland, OR 97205.

ATTORNEY ADVERTISEMENT – The purpose of this advisory is for general information and should not be treated as legal advice. No attorney-client relationship attaches as a result of this information, including this communication. Please do not send us confidential information. Unsolicited information sent to Stoel Rives by persons who are not clients of the firm is not held confidential by the firm. Prior results do not guarantee a similar outcome.