

Workplace Implications of Disaster Preparedness: *What An Employment Law Firm Learned From Hurricane Katrina*



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Tampa Bay Area Employers Can Learn From Our Experience In 2005



After The Emergency, Start Focusing On The Basics



The Basics:

- Military leave and emergency workers



The Basics:

- Family and medical leave
- No Florida law for private sector employers
- FMLA doesn't address FMLA during disasters.
- Employees on leave entitled to no greater rights than if actively employed



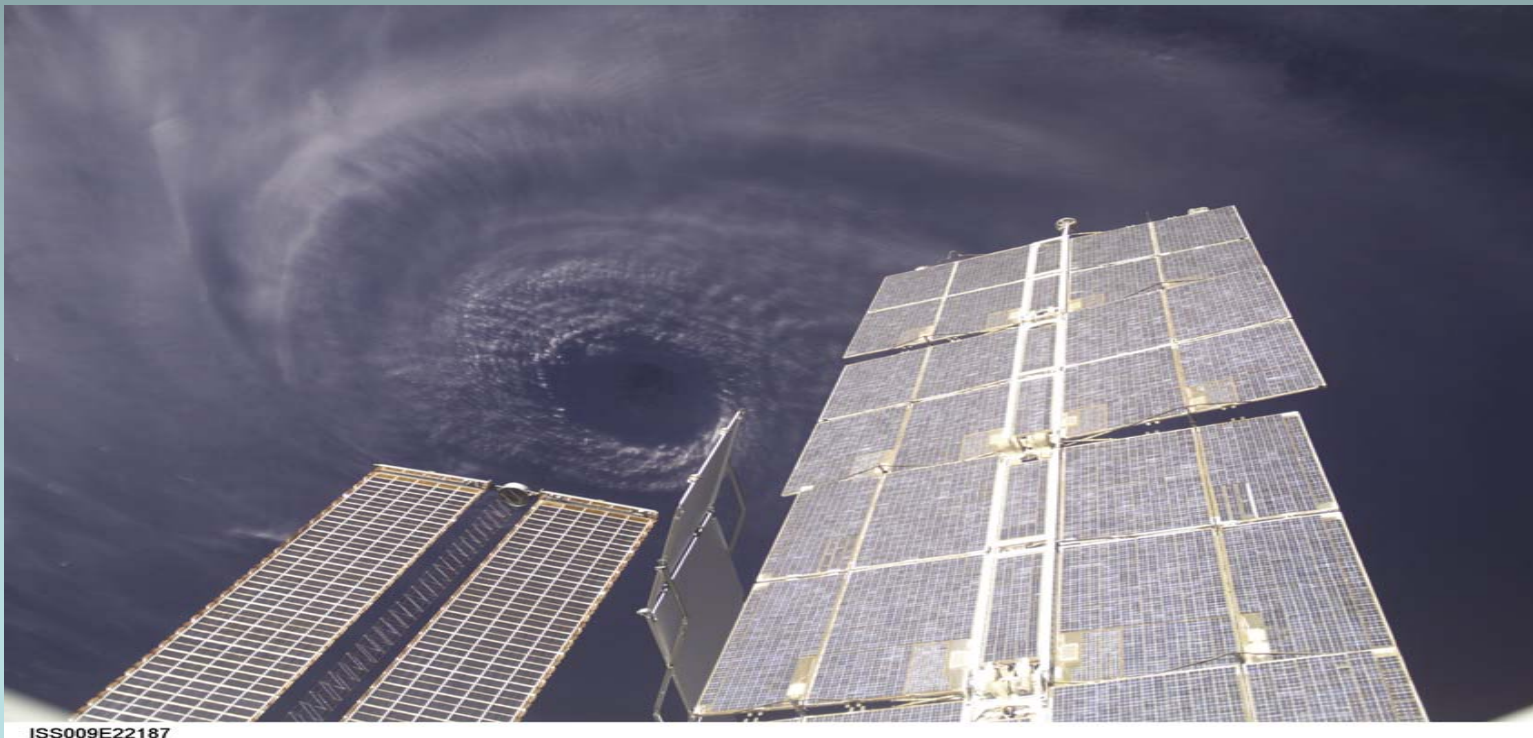
The Basics:

- Unemployment compensation



The Basics:

- Safe workplace issues



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The Basics:

- Wage and hour issues
- Time and payroll record retention/recreating
- Pay when operations suspended
- Paying employees working reduced hours
- Allowing employees to “donate” time to other employees missing work after a disaster



The Basics:

- Employee benefits issues



The Basics:

- **Plant closing loss**



QUESTIONS?

