

Mini Kapoor in HR Magazine on COVID-19 Safety Rules Facing Omicron Variant

December 3, 2021 Mini Kapoor

PRACTICES OSHA, Intellectual Property Litigation, Environmental Litigation

Haynes Boone Associate [Mini Kapoor](#) discussed COVID-19 safety rules in an *HR Magazine* article about the new Omicron Variant.

Below is an excerpt:

As employers await news about the omicron and other potential COVID-19 variants, they may want to review their coronavirus-related policies and remind employees of the continued importance of following workplace safety practices.

The omicron variant has been labeled a "variant of concern" by the World Health Organization (WHO), and the U.S. Centers for Disease Control and Prevention (CDC) confirmed the first U.S. case in California on Dec. 1. But public health experts are still evaluating the potential severity of infection and how well current vaccines work against it. In a recent press conference, President Joe Biden called omicron a "cause for concern" but "not a cause for panic." ...

Mini Kapoor, an attorney with Haynes Boone in Houston, noted that such decisions may be based on the employer's specific work environment. "It might be [okay] to arrange in-person meetings where physical distancing is possible." However, she said, large in-person gatherings where physical distancing is not feasible should be avoided.

Whether to extend remote-work policies is also company-specific. If job duties can be effectively performed from a distance, Kapoor said, employers should consider a hybrid-work environment to limit the number of employees in the workplace at any given time. ...

Kapoor said employers should take the following steps:

- Encourage employees to get vaccinated and educate them about the benefits of vaccination.
- Educate employees on the advantages of booster shots.
- Remind employees about existing workplace safety rules.
- Limit large office gatherings if distancing isn't feasible.

To read the full article, click [here](#).