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Ford Quoted in SHRM.org Article Titled “State and Local Coronavirus Decrees Raise Questions of Who Is Essential”

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NEWS | 3.27.2020

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Jackie Ford, a partner in the Vorys Houston office and a member of the labor and employment group, was quoted in a Society for Human Resources Management (SHRM) story titled “State and Local Coronavirus Decrees Raise Questions of Who Is Essential.” The story focused on the patchwork of state and local “shelter in place” and/or “stay at home” orders put in place as a part of the response of the coronavirus (COVID-19) pandemic.

The story states:

“Ford, the Houston attorney, said the orders generally affect businesses in one of three ways. ‘One: My business is listed as nonessential, like a movie theatre. Two: My business is clearly essential, like a pharmacy. Those are easy decisions. But what if I fall in the middle? What if, because of extremely broad wording, my business could make an argument to stay open? How do I decide? That decision-making is being made very much at the individual business level. The clients that I’ve spoken to are weighing this balance between the public good of keeping the economy running and the public good of flattening the curve [of the pandemic].’

Ford’s advice: Gather up any materials on company values and priorities and use them as a starting point. ‘You have to have some structure like that, some architecture to base your decision-making on, so it’s not just individual HR people relying on their individual values.’”

To read the entire story, [click here](#).

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VORYS COVID-19 TASK FORCE

Vorys attorneys and professionals are counseling our clients in the myriad issues related to the coronavirus (COVID-19) outbreak. We have also established a comprehensive COVID-19 Task Force, which includes attorneys with deep experience in the niche disciplines that we have been and expect to continue receiving questions regarding coronavirus. Learn more and see the latest updates from the task force at [vorys.com/coronavirus](https://www.vorys.com/coronavirus).