

## McCormick Quoted in *National Jeweler* Article Titled “What to Consider When Screening Employees for COVID-19”

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Tom McCormick, a partner in the Vorys Columbus office, was featured in a *National Jeweler* article about things businesses need to consider before they reopen amid the COVID-19 pandemic.

### The story states:

*“McCormick outlined what employers can, and cannot, ask of employees when they return to the store following the shutdown.*

*According to McCormick, the Equal Employment Opportunity Commission (EEOC) and the Centers for Disease Control and Prevention say employers can:*

- *Take employees' temperature at their place of work;*
- *Ask if they've been tested for COVID-19; and*
- *Do targeted screening of employees, but, McCormick cautioned, only if there is a credible belief based on objective evidence that they might have the coronavirus, like a hacking, persistent cough.*

*‘Otherwise, you should not be targeting any employees,’ he said, noting all EEOC guidance on workplace discrimination continues to apply.”*

*Employers cannot discriminate against employees based on age, race, sex, disability, etc.*

*McCormick said employers also can ask their employees if they've come in contact with anyone who has, or has had, COVID-19, but they cannot ask them specifically if family members have contracted or are exhibiting coronavirus symptoms.”*

To read the entire story, visit the *National Jeweler* [website](#).