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COVID-19 UPDATE: GOVERNOR COOPER ISSUES GUIDANCE TO NC EMPLOYERS

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On March 10, Governor Roy Cooper declared a state of emergency in North Carolina due to COVID-19. To help minimize the spread of COVID-19, Governor Cooper and the NC Department of Health and Human Services ("NC-DHHS") asked all Research Triangle-based employers to use telecommuting as much as possible and to consider staggering employee start and end times to avoid crowding. The recommendations are limited to the Triangle area for now, but employers should be prepared for an expanded geographic scope as the virus spreads.

Governor Cooper did not impose any mandatory requirements on employers and the actions he and NC-DHHS are seeking are voluntary. As advised in Smith Anderson's article below, "Coronavirus ('COVID-19') Employer Guidance and Strategies," all employers should evaluate job duties and responsibilities now to determine which jobs may be performed remotely, as might become necessary, and communicate clear instructions to their employees.

Employers with employees in other states should remain alert for instructions from local governing authorities.

For more information on Governor Cooper's statements, please click [HERE](#).

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