



NATIONAL
MULTIFAMILY
HOUSING
COUNCIL

COVID-19 Resource Webinar

Considering the Risks of Reactivation: Community Amenity and
Leasing Office Challenges

May 6, 2020

Mission Statement

NMHC is the place where the leaders of the apartment industry come together to guide their future success. With the industry's most prominent and creative leaders at the helm, NMHC provides a forum for insight, advocacy and action that enable both members and the communities they build to thrive.

Webinar Information

- To ensure good sound quality, all attendees will be muted during the webinar.
- To ask a question: type your question in to the **Question Box** on your control panel. NMHC staff will review and present your question to the speakers at the end of the presentation as time allows.
- Today's presentation is being recorded and the NMHC information will be posted to the website.
- For further information on the topics covered within this webinar, please visit <https://www.nmhc.org/>.

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Webinar Agenda

- Welcome and Overview
 - Eileen Lee, Ph.D., Vice President, Energy and Environmental Policy - moderator
- NMHC COVID-19 Advocacy Update
 - Kevin Donnelly, Vice President, Government Affairs
- Presentations – 10 minutes each
 - Monica Schoch-Spana, PhD, Senior Scholar, Johns Hopkins Bloomberg School of Public Health, Center for Health Security
 - Jennifer Redmond, Partner, Sheppard Mullin
 - Larry Goodman, Chief Operating Officer, Pinnacle
- Moderated Q&A
- Closing Remarks

COVID-19 Relief Packages

Phase 1

H.R. 6074

- Expanded the Small Business Administration disaster lending program.

Phase 2

H.R. 6201

- Expanded emergency family medical and paid sick leave for employees.

Phase 3

S. 3548

- Coronavirus Aid, Relief, and Economic Security Act (CARES Act)

Phase 3.5

H.R. 266

- Paycheck Protection Program and Health Care Enhancement Act.

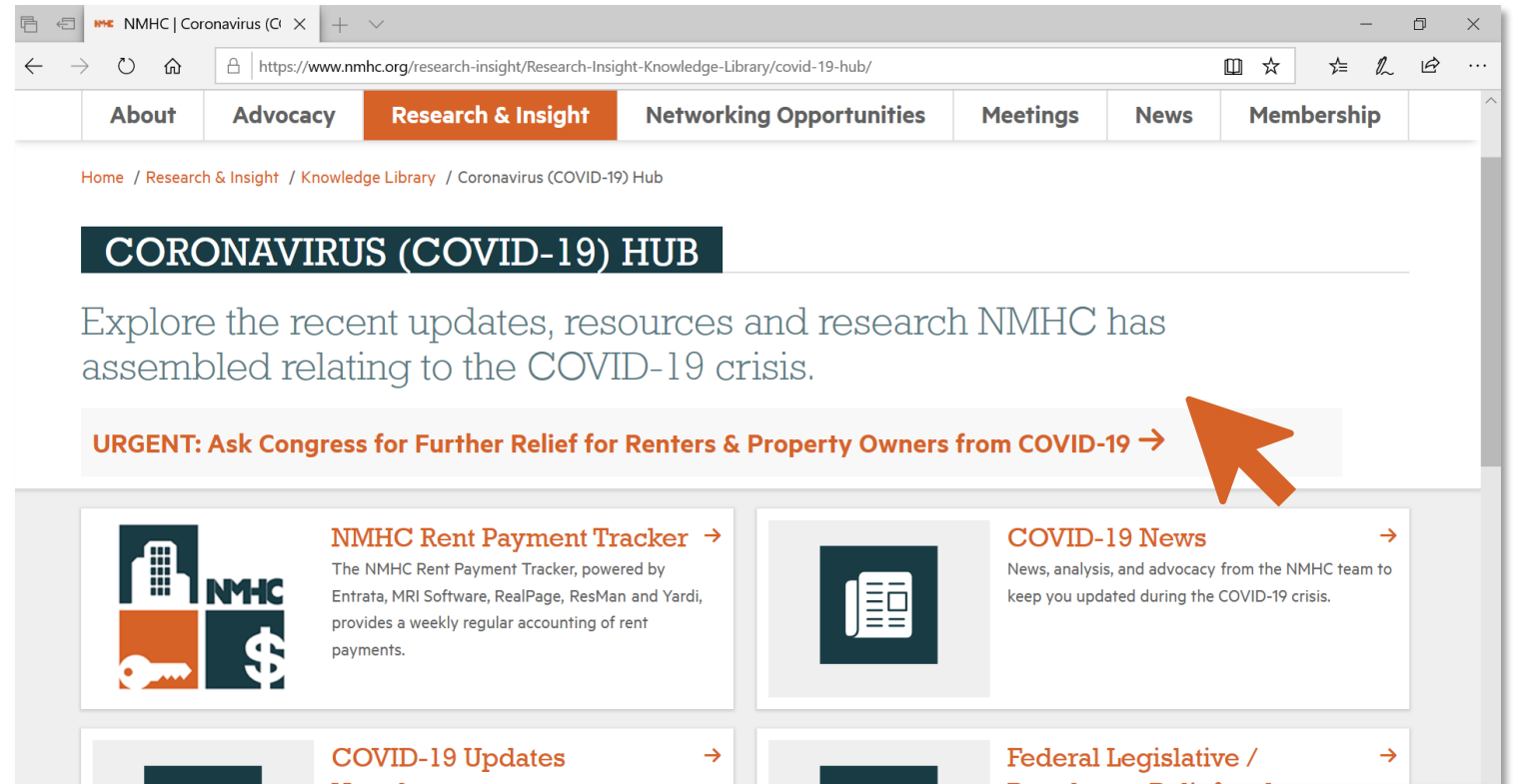
Phase 4

NMHC Priorities:

- Emergency housing assistance fund for renter households
- Aligning mortgage forbearance and Federal eviction moratoriums.
- Expand the SBA's Paycheck Protection Program to include all multifamily businesses
- Liability Shield & Pandemic Risk Insurance Act (PRIA)

NMHC Member Call to Action

Visit NMHC's COVID-19 Hub or find it directly at [nmhc.org/housing-relief](https://www.nmhc.org/housing-relief)



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Guest Speakers



Monica Schoch-Spana, PhD

Senior Scholar, Johns Hopkins
Center for Health Security
Johns Hopkins Bloomberg School of
Public Health



Jennifer Redmond

Partner
Sheppard Mullin



Larry Goodman

COO
Pinnacle

COVID-19 Pandemic – Public Health Considerations and Reopening Guidance

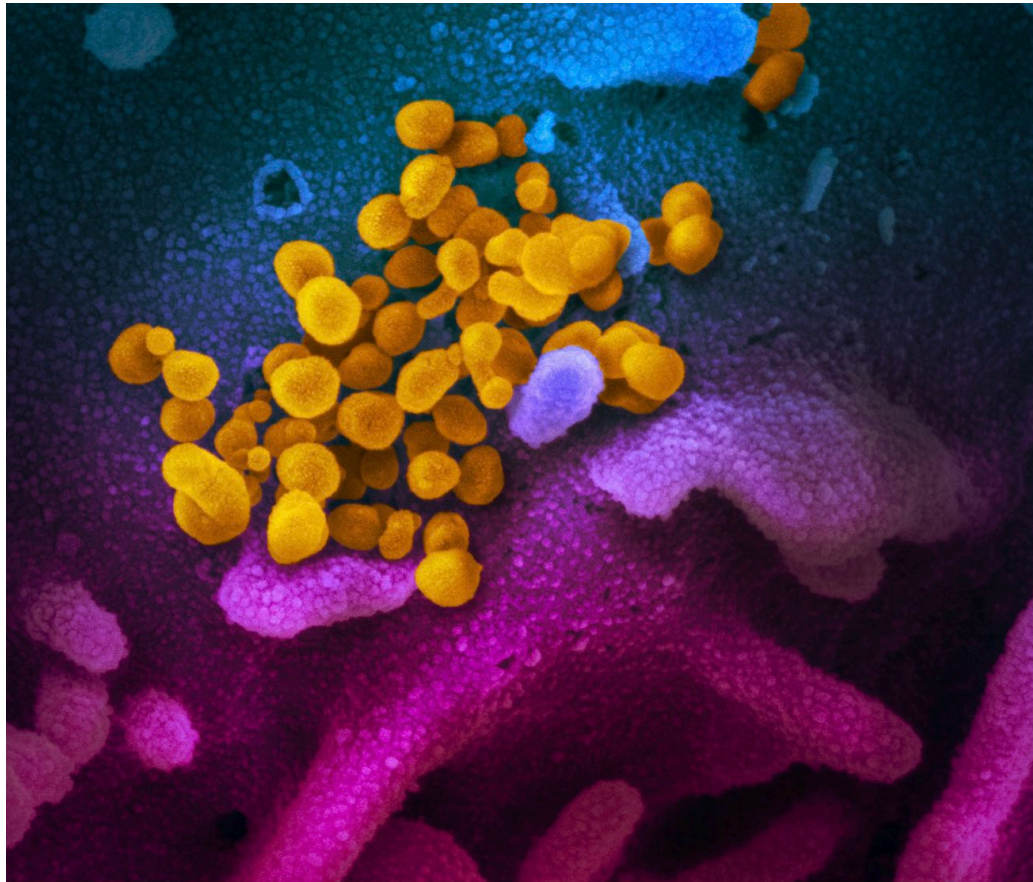
Monica Schoch-Spana, PhD



JOHNS HOPKINS
BLOOMBERG SCHOOL
of PUBLIC HEALTH

Center for
Health Security

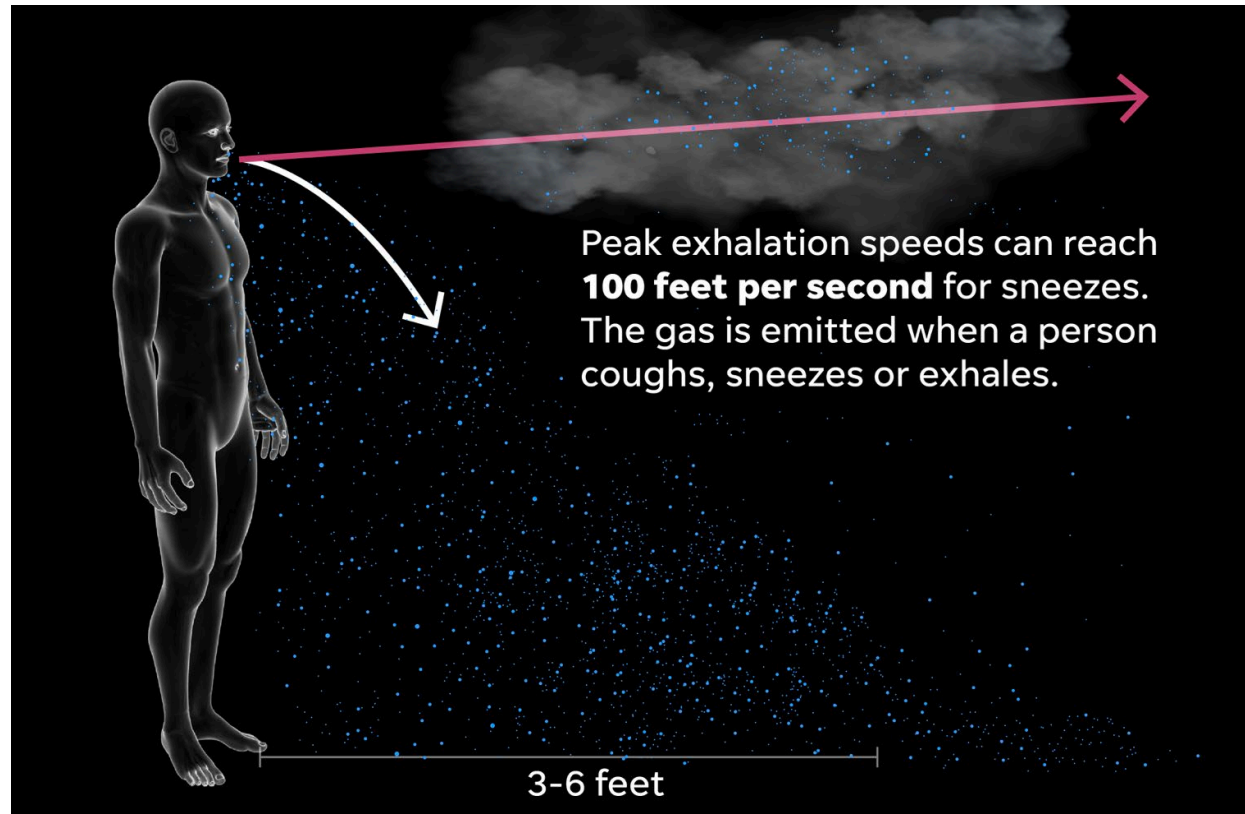
SARS-CoV-2



(NIAID-RML)

- Coronaviruses (CoV) are a family of RNA viruses.
- 7 coronaviruses are known to infect humans.
 - MERS-CoV (2012), SARS-CoV (2003), and SARS-CoV-2 (2019) can cause severe disease.
 - The remaining 4 are responsible for mild respiratory illnesses like the common cold.
- Currently, no vaccine or proven treatment exists for any coronavirus.

Respiratory Droplets and Close Contact



- Respiratory droplets (virus-laden mucus) are produced when an infected person coughs, sneezes or talks.
- Droplets can land in mouths or noses, or possibly be inhaled into lungs, of a nearby person.
- Gravity causes large respiratory droplets to “fall” within 6 feet of the emitting person.

<https://www.usatoday.com/in-depth/news/2020/04/03/coronavirus-protection-how-masks-might-stop-spread-through-coughs/5086553002/>

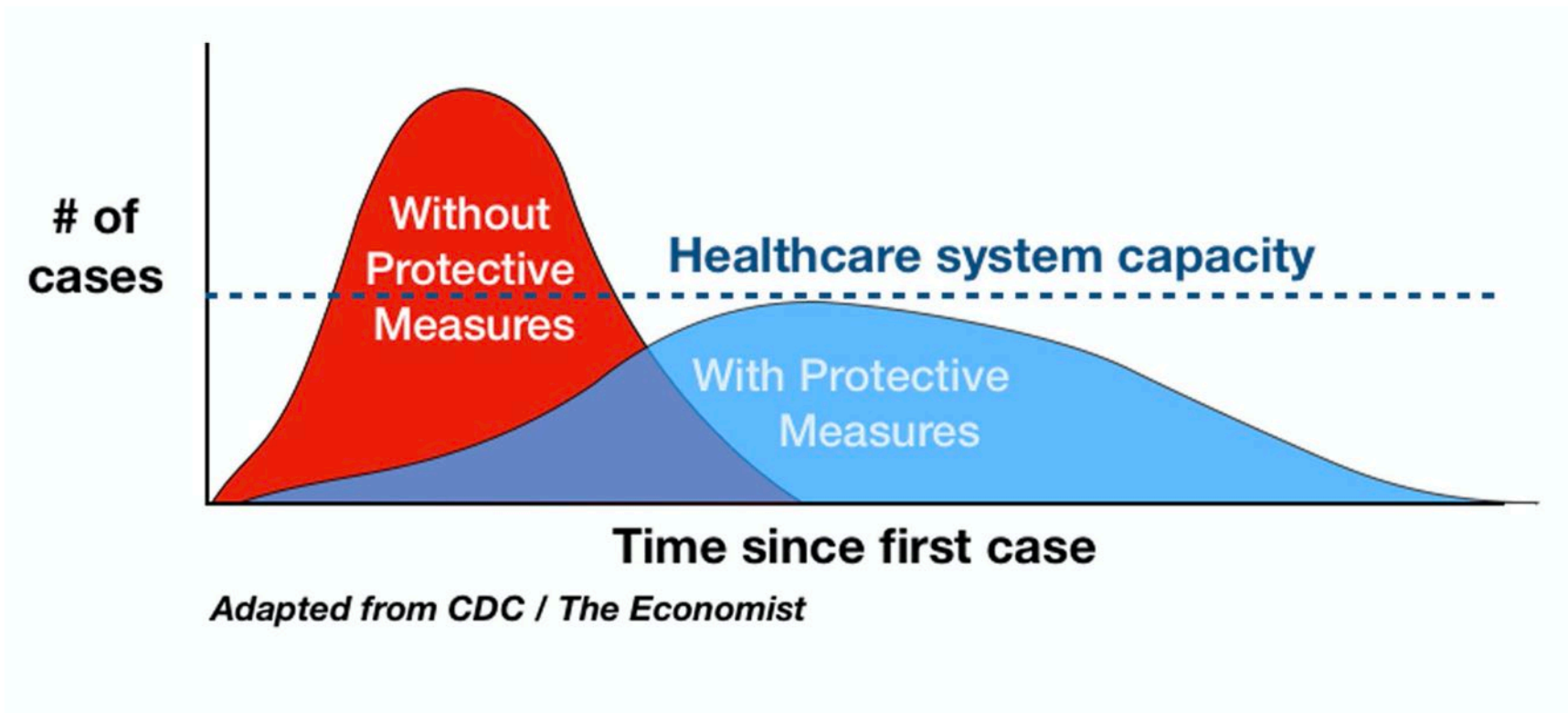
Physical Distancing



Getty Images

- Stay at least 6 feet from other people
- Do not gather in groups
- Stay out of crowded places
- Avoid mass gatherings

Interrupting Viral Spread reduces Diseases and Helps Preserve Healthcare Functionality



Some Response Challenges in US

- Hampered crisis leadership at top federal level, to which governors and other executives are now adapting
- Uneven risk perceptions in the US
 - Inconsistent risk messaging across levels of government and from state and local jurisdictions to others
 - The pandemic has still not touched all areas yet, it has multiple epicenters, and communities are at different points in outbreak process
- Limited materials: diagnostic tests, public health workers, healthcare workforce, PPE, ICU beds, ventilators, certain medications...
- Lack of consensus on an “exit strategy” and perceptions that public health protection is presently at odds with economic well-being

Reopening Guidance: Which to Follow?

- American Enterprise Institute – *National Coronavirus Response: A Road Map to Reopening* (03 29 2020)
- Center for American Progress – *A National and State Plan To End the Coronavirus Crisis* (04 03 2020)
- Duke Margolis Center for Health Policy – *A National COVID-19 Surveillance System: Achieving Containment* (04 07 2020)
- Resolve to Save Lives – *Box It In: Public Health Action Can Box in COVID-19 and Reopen Society* (04 16 2020)
- White House Coronavirus Taskforce – *Opening Up America Again* (04 16 2020)
- Johns Hopkins Center for Health Security – *Public Health Principles for a Phased Reopening During COVID-19: Guidance for Governors* (04 17 2020)
- Edmond J. Safra Center for Ethics – *Roadmap to Pandemic Resilience* (04 20 2020)
- National Governors Association and ASTHO – *Roadmap to Recovery: A Public Health Guide for Governors* (04 22 2020)

CDC Interim Guidance on Reopening (04 30 2020)

- Category of spaces/activities:
 - Childcare programs;
 - Schools and day camps;
 - Communities of faith;
 - Employers with vulnerable workers;
 - Restaurants and bars;
 - Mass transit administrators
- Reopening in 3 phases (per White House guidance)
- <http://cdn.cnn.com/cnn/2020/images/04/30/reopening.guidelines.pdf>

Example: CDC Interim Guidance for Employers with Vulnerable Workers

- Establish and continue communication with State and local authorities to determine current mitigation levels in your community.
- Protect employees at higher risk for severe illness by supporting and encouraging options to telework.
- Offer vulnerable workers duties that minimize their contact with customers and other employees (e.g., restocking shelves vs. working as a cashier), if agreed to by the worker.
- Ensure that any other entities sharing the same workspace also follow this guidance.
- Provide employees from higher transmission areas telework and other options as feasible to eliminate travel to workplaces in lower transmission areas and vice versa.
 - Safety actions:
 - Promote healthy hygiene practices
 - Intensify cleaning, disinfection and ventilation
 - Ensure social distancing
 - Limit travel and modify commuting practices

Risks and Return: A Conversation About Workplace and Property Readiness

Part 1: Considering the Risks of Reactivation: Community Amenity and Leasing Office Challenges

Jennifer Redmond, Partner, Founder of Multifamily Housing Industry Team
Sheppard, Mullin, Richter & Hampton LLP

*National Multifamily Housing Council Webinar
May 6, 2020*

RTW Stage One: Identify applicable requirements

- CDC guidance
- OSHA guidance
- State OSHA guidance and requirements
- State executive and public health orders
- City and County executive and public health orders
- Generally, must comply with most restrictive set of rules (which one applies? Example City of Los Angeles, County of Los Angeles)
- Common requirements:
 - social distancing protocols
 - symptom checks
 - Regular access to handwashing facilities
 - Testing? New EEOC guidance

Identify applicable requirements

- Example: Riverside County (California) Dept. of Public Health
 - Public pools, including those in an ... apartment complex ... are permitted to operate for single occupancy only (one swimmer at a time), regardless of size or volume of pool. No gatherings around the pool are permitted, though a parent or guardian should remain with a minor who is swimming at all times to ensure safety.
 - All outdoor furniture in pool areas must be removed or stacked/chained in such a manner that furniture is rendered unusable. Drinking fountains and showers must remain closed and roped off from use. High touch areas such as hand rails, restroom surfaces, light switches, dispensers, faucets, and door knobs must be sanitized frequently.

Paid sick leave: Federal, state and local

- Federal, state and local paid sick leave requirements
 - FFCRA paid sick leave (5 qualifying reasons) – Fewer than 500 employees
 - CA – Executive Order N-51-20 covers Food Sector Workers – 500 or more workers
 - San Francisco – 500 or more workers worldwide
 - City of Los Angeles - 500 or more within city, 2000 or more in the US
 - San Jose – 500 or more
 - Emeryville – 500 or more

Workplace Safety

- CDC guidance
- OSHA guidance
- Local requirements
 - City of Sacramento: Social Distancing Protocol
 - City of LA: City of Los Angeles, order covers property management and leasing agents:
 - Employees must wear face coverings over their noses and mouths while performing their work..
 - Non-medical workers required to wear these face coverings must frequently (at least once a day) wash any reusable face coverings. Single-use face coverings must be properly discarded into trash receptacles.
 - Employers must permit their employees to wash their hands or use hand sanitizer at least every 30 minutes.
 - Employer must provide, at their expense, non-medical grade face coverings for their employees.
 - Employers must ensure that their employees have access to clean, sanitary restrooms, stocked with all necessary cleansing products; or sanitizing agents required to observe hand sanitation, provided at the employer's expense.
 - Employers must implement social distancing measures for customers, visitors, and employees that provides a six-foot buffer, to the extent possible, between individuals.
 - All customers and visitors must wear face coverings over their noses and mouths to provide additional protection for employees and customers.

Leaves of absence/medical exams/disability accommodation

- Emergency Family and Medical Leave Expansion Act
- FMLA
- EEOC Guidance re medical examinations during pandemic
- Mandatory vaccines?
- Age/disability discrimination?
- Disability Accommodation
 - Direct threat
 - Undue hardship

MULTIFAMILY READINESS

Phased Approach

Workplace Readiness Essentials:

- Prepare the Team Members
- Prepare the Property
- Property Access
- Leasing, Marketing & Resident Experience
- Maintenance
- Technology

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Next Week

Part 2: Preparing for Return: At the office

WEDNESDAY, MAY 13, 2020 | 2:00 - 3:00PM EDT

■ Speakers include:

- **Antonia Cardone**, Managing Director, Workplace Strategy & Change Management, Cushman & Wakefield
- **Vincent J Matarazzo**, Commercial Systems Specialist, Johnson Controls
- **Shawn Ryan**, Director, Homeland Security Research Program, Office of Research and Development, U.S. Environmental Protection Agency
- **Moderated by Chris McKee**, President, The Franklin Johnston Group



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