

Paul Scheck Discusses Vacation Travel Policy Amendments Amid COVID-19

Society for Human Resource Management (SHRM)

Orlando

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[Paul J. Scheck](#), a partner in the Orlando office of Shutts & Bowen LLP, was recently quoted in an article by the Society for Human Resource Management (SHRM) addressing the employee-relations considerations of altering vacation travel policies amid COVID-19 exposure concerns.

The article addresses the legal limitations employers face with the off-duty conduct of vacationing employees, especially as it concerns vacation requests for travel to known COVID-19 hot spots. It explains that employers should consider amending vacation policies to require pre-travel inquiries, as well as travel advisories for employees to sign acknowledging the possibility of required self-quarantine upon return. Featuring input from Labor and Employment attorneys across the country, the article also discusses employer considerations for clear communication with employees and health screenings.

Addressing travel to hot spots, Paul offers insight on amending vacation policies to require employees to disclose details of their travel plans and transportation, bringing company laptops in the event self-quarantine is necessary and addressing options for telecommuting should that be the case. According to Paul, "Any such amendment to an employer's current vacation policy should be clearly communicated to employees in advance."

According to the organization, [SHRM](#) works with over 300,000 HR and business executive members in 165 countries to empower and elevate the HR profession, and is the "foremost expert, convener and thought leader on issues impacting today's evolving workplaces."

About Paul J. Scheck

[Paul J. Scheck](#) is a partner in the Orlando office of Shutts & Bowen LLP, where he is a member of the Labor and Employment Practice Group. A Martindale Hubbell AV® rated attorney, Paul has been named one of the *Best Lawyers in America*® in Labor and Employment Law. He has worked with employers and human resources professionals for nearly 26 years, and has assisted them through many labor and employment challenges, from corporate policies to wage and hour matters, non-compete claims to discrimination and harassment cases, ADA Title II accessibility claims to unfair labor practice charges. With a sole focus on representing management, Paul is thoroughly familiar

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with the employment issues that arise in day-to-day operations. This strength allows him to anticipate potential problems and build strategies to help avoid disputes. He also represents clients in litigation, both in state and Federal courts, as well as before administrative agencies including the EEOC, FCHR and NLRB.

Professionals

Paul J. Scheck

Practice Areas

Labor and Employment

Offices

Orlando