

# Bedbug Invasions in the Workplace: Are You at Risk?



Audio Conference • February 18, 2011 • 1:00 PM – 2:30 PM EST

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Presented by:

**Susan Gross Sholinsky**  
Epstein Becker & Green, P.C.  
**Ron Harrison, Ph.D.**  
Orkin, LLC

### Susan Gross Sholinsky

- Member of Epstein Becker & Green, P.C. in the Labor and Employment practice in the New York office
- Advises employers in all facets of employment law, including compliance with EEO laws and other statutes governing the workplace
- Assists employers with respect to the development of personnel policies and procedures, employee discipline, leaves of absence, accommodation, workplace investigations, and termination of employment (including reductions in force)
- Admitted in New Jersey and New York
- J.D. degree, Northwestern University School of Law
- B.S. degree, Cornell University, College of Industrial and Labor Relations
- Can be contacted at [sgross@ebglaw.com](mailto:sgross@ebglaw.com)

### Ron Harrison, Ph.D.

- Entomologist and director of training at the Orkin Training Center in Atlanta, Georgia
- Acknowledged leader in the field of pest management
- Teaches in the academic, industry and regulatory arenas of pest management
- Adjunct Professor Mercer University; Macon, Georgia, 1999 to Present
- Master's degree in botany and Ph.D. in entomology
- Can be contacted at [rharriso@rollins.com](mailto:rharriso@rollins.com)

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Bed bugs are back – big time. In recent years, the public went from never having seen a bed bug to now being a rather common occurrence. Bed bugs are most often thought to be associated with places where people sleep (hotels, homes, apartments, dormitories, etc.). Recently, however, they're increasingly showing up in less obvious places like schools, hospitals, movie theaters, retail stores ... and office buildings.

Dealing with bed bugs in the workplace can be difficult, draining, distracting – and sometimes nightmarish. This audio conference will show why they are such formidable foes, not to be taken lightly. Inspection, management, and prevention tips will be provided, along with tips for staying out of legal trouble.

## AGENDA

### Bed Bug Severity

- Avoid Claims of Defamation
- Don't Hide the Problem

### History of Bed Bugs

### Bed Bug Biology and Behavior

### Bed Bug Detection

### Bed Bug Control

### Bed Bug Issues Associated With Home Owners and Employers

### Employer Legal Obligations

- Occupational Safety and Health Act (OSHA)
- Building Codes
- Health Codes
- What Might Be Legally Required of an Employer?
- What Will OSHA Do If It Becomes Aware of a Bed Bug Problem in Your Workplace?

### What Can an Employer Do About Bed Bugs?

- Becoming Familiar With What the Bugs Look Like and What to Look for
- Being Diligent When Staying in Hotels
- Reducing Office Clutter
- Put Procedures Into Place
- If Bed Bugs Are Found, Take Immediate Action

### Should Employers Create and Publish a Bed Bug Policy?

### Leaves of Absence

- Must/Should/Will a Leave of Absence Be Paid?
- How Long Should a Leave of Absence Last?
- Are Accommodations (Disability-Related or Otherwise) Required?

### What Can an Employer Do to Determine the "Source" of the Bed Bugs?

### What Should Employers Do If They Determine Which Employee Is the "Source" of the Bed Bugs?

### Are Employers Permitted to Terminate Employees for Bed Bug Related Reasons?

### What Types of Liability Might Result From Bed Bug Related Claims?

### Aside From the "HR" Issues, There Could Also Be "PR" Issues

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