

Human Resources Weekly Digest

April 21, 2020

CARES Act Provides Potential Avenue of Recovery for Federal Contractors When Employees Cannot Work Due to COVID-19

“The Coronavirus Aid, Relief, and Economic Security Act (“CARES Act”), which became law on March 27, 2020, offers potential relief for federal contractors whose employees (1) cannot perform work on a site that has been approved by the federal government during the COVID-19 pandemic due to facility closures or other restrictions and (2) are unable to telework because their job duties cannot be performed remotely.” [Full Article](#)

Seyfarth Shaw LLP

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Best Practices for Safe and Healthy Workplaces during COVID-19

“Understandably, there is significant fear and disinformation circulating related to COVID-19, and, the spread of COVID-19 is changing daily. Thus, it is important that employers effectively communicate accurate information to their employees, on a regular basis. It is also important that companies provide proper and ongoing information related to the company’s policies and practices related to COVID-

19, including respiratory etiquette and personal hygiene.”

[Full Article](#)

Holland & Hart, LLP

OSHA Issues Temporary Guidance on Enforcement of Employer’s COVID-19 Recordkeeping

“On April 10, 2020, the Occupational Safety & Health Administration (OSHA) issued interim guidance for the enforcement of employer reporting requirements arising from COVID-19 illnesses that will remain in effect during the duration of the “current public health crisis.” The guidance clarifies when employers must record COVID-19-related cases. Such a case is recordable if an illness is: (1) confirmed to be COVID-19, (2) work-related, and (3) involves at least one of the general recording criteria established under OSHA’s recordkeeping requirements.” [Full Article](#)

Bradley Arant Boult Cummings LLP



“The CARES Act, the latest story, was enacted as an

coronavirus pandemic. The CARES Act provides for billions of dollars in economic relief to small businesses and certain other groups hard hit by the pandemic, including individuals and employees.” [Full Article](#)

Cowan, Liebowitz & Latman, P.C.

COVID-19 and Workplace Privacy: Employers Beware

“During the COVID-19 crisis, employers are being thrust into situations in which they inquiring into and monitoring the private lives of their employees in unprecedented ways. However, employees still have privacy rights and, even though some intrusions upon employee privacy are warranted during the pandemic, employers need to beware of unintended consequences of legally permissible acts and narrowly tailor these intrusions to serve the goal of safety and security in the workplace.” [Full Article](#)

Seyfarth Shaw LLP

Still Apply Amid COVID-19 Pandemic

“On April 13, the Federal Trade Commission’s Bureau of Competition and the Department of Justice’s Antitrust Division (the Agencies) issued a joint statement reiterating that antitrust laws protect U.S. labor markets even during a pandemic like COVID-19. The statement is focused on the potential for collusion by employers and seeks to make abundantly clear that the Agencies will enforce the antitrust laws to protect employees.” [Full Article](#)



State & International Compliance

CALIFORNIA



Los Angeles Emergency Order Mandates Supplemental Paid Sick Leave for Large Employers

“On April 7, 2020, Los Angeles Mayor Eric Garcetti suspended a paid sick leave ordinance by the Los Angeles City Council and signed an emergency order providing for mandatory paid sick leave for many large employers with essential employees working in the City of Los Angeles (L.A. Supplemental PSL), effective immediately.” [Full Article](#)

Reed Smith LLP

CALIFORNIA



Measuring Worker Temperatures Could Lead To Wage and Hour Claims

“The “Employers could face potential wage and hour claims under federal and state law if they do not compensate employees for time spent having their body temperatures checked. While federal COVID- 19 guidance allows employers to measure employees’ body temperatures without fear of violating disability law, that guidance does not address wage and hour compliance – and this is definitely new territory for the nation’s employers.” [Full Article](#)

Fisher Phillips LLP

MICHIGAN



Michigan Extends Stay-at-Home Restrictions, Imposes Additional Obligations on Businesses

“Colorado “In response to the ongoing COVID-19 pandemic, Michigan Gov. Gretchen Whitmer issued Executive Order 2020-42 (Order), which took effect on April 9 at 11:59 p.m. and extends the mandatory stay-at- home restrictions for all Michigan residents to April 30, 2020. The Order reaffirms, clarifies and extends the duration of the restrictions imposed under Executive Order 2020-21 (Rescinded Order), which we discussed in a previous article.” [Full Article](#)

Pepper Hamilton LLP

NEW YORK

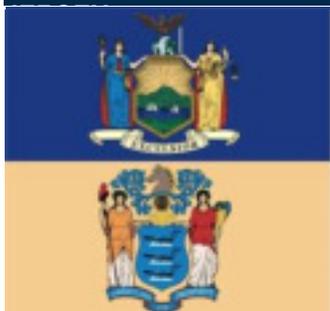


New York State Issues Guidance on Its COVID-19 Paid Sick Leave Law

“Texas “New York State Governor Andrew Cuomo signed legislation on March 18, 2020, that addresses the economic impact of the coronavirus outbreak and provides job-protected paid sick leave benefits to employees who are subject to a government-issued order of mandatory or precautionary quarantine or isolation due to COVID-19.” [Full Article](#)

Vedder Price

NEW YORK/NEW



New Jersey and New York Governors Mandate Masks and Other Measures To Protect Workers and Citizens

“On April 12, 2020, New York Governor Andrew Cuomo issued Executive Order 202.16, which will require employees of essential businesses who are present in the workplace to wear face coverings when in direct contact with customers or members of the public. This order goes into effect April 15, 2020, at 8:00 p.m.”

“On April 8, 2020, New Jersey Governor Phil Murphy issued Executive Order 122, which created new restrictions and requirements applicable to certain employers across the state, specifically those involved in warehousing, manufacturing, essential retail businesses and construction.” [Full Article](#)

Duane Moris LLP