

September 17, 2020 – FEDERAL LAW DAY

- Families First Coronavirus Response Act and CARES Act NICOLE MEYER
- ◆ Emergency paid sick leave and expanded FMLA leave continue
 - ◆ Documentation requirements and tax credits
 - ◆ Counting employees
 - ◆ Healthcare and small employer exceptions
- ADA, Reasonable Accommodation, Testing Issues, and COVID-19..... RICK RUSSO
- Benefits Issues in a Tough Business Environment MICHAEL RAYFIELD
- ◆ Vesting of qualified retirement plans upon partial plan termination
 - ◆ Participant loans and hardship distributions in 401k plans
- Preparing for political discussion and strife in the workplace NICOLE MEYER
- Teleworking..... NICOLE MEYER
- ◆ Keeping records of hours worked
 - ◆ Rules for changing compensation, exempt and non-exempt
- The Supreme Court Changes the Scope of Anti-Discrimination Duties RICK RUSSO
- ◆ LGBTQ & Title VII
 - ◆ ADEA “but for” causation
 - ◆ Major rulings involving religious organizations
- Immigration Issues in a Presidential Election Year MICHAEL RAYFIELD
- ◆ President bans entry to U.S. for employment reasons
 - ◆ Supreme Court reinstates DACA program
 - ◆ Heavy scrutiny of employment-based visa applications
- OSHA Recommends, But Does Not Enforce, COVID Health Measures NICOLE MEYER