

How Do You Complete or Update I-9s When Your Company is Remote?

“The Department of Homeland Security (DHS) granted a temporary lifeline to employers struggling to meet their I-9 obligations while operating remotely on March 20. While some employers are dealing with layoffs and furloughs due to the unexpected suspension of many business activities, other employers in essential fields continue to hire new workers. Additionally, U.S. employers must continue re-verifying existing employees with expiring work authorization. However, when health experts recommend social distancing, how does an employer complete or re-verify an I-9 in person, as required by law.” [Full Article](#)

Barnes & Thornburg



Coronavirus Pay Options for Employers

“Employers across the U.S. are challenged with the health of their workforce, and in many situations the inability to have their employees at work. Some employers are able to continue their businesses through remote-work options while others may be forced to close their doors completely due to city or state mandates. And, others are confronted with the need to reduce staff in various capacities. With the hour-by-hour, location-by-location changes, employers need to know and understand their options for pay practices while retaining their most important and talented employees. It is important to implement options that are cost effective for a company while being attractive for an individual.” [Full Article](#)

[Article](#)

Cowden Associates

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The CARES Act: What Employers Need to Know About Its Impact on the Families First Coronavirus

"On March 27, 2020, President Trump signed the largest economic stimulus package in American history into law. Although the Coronavirus Aid, Relief, and Economic Security Act ('CARES Act') made several amendments to the Families First Coronavirus Response Act ('FFCRA'), the majority of the amendments were technical corrections that do not impact the substantive provisions of the FFCRA." [Full Article](#)

Sheppard Mullin



Protecting Social Media Contact Lists as Trade Secrets

"Social media contact lists have become an increasingly important part of a business's customer lists. While courts are still grappling with who legally 'owns' the data that the employee acquired on the employer's dime—such as LinkedIn customer connections or access to a list of Twitter -feed recipients—employers can still take steps to bolster the company's claim of ownership. The Uniform Trade Secrets Act adopted by every state but New York and the federal Defend Trade Secrets Act define a trade secret as information that derives its economic value from not being generally known to the public, and is the subject of reasonable efforts to maintain its secrets. Customer lists and contact lists may also be deemed trade secrets if they meet these criteria, but social media contact lists raise unique concerns that employers should consider specifically addressing in their policies and practices." [Full Article](#)

Sheppard Mullin

Don't Forget About the Affordable Care Act! An important reminder when determining health plan eligibility after a reduction of hours or during a leave of absence

"Employers considering reducing employee work hours or placing employees on unpaid leaves of absence must follow the requirements of the Affordable Care Act when determining whether an employee is full time for the purposes of health care coverage. If an employer is using a look-back measurement method to determine full-time status, then a reduction in hours or leave of absence may not cause employees to lose health care coverage immediately. Instead, employers may be required to continue coverage for those employees for some time." [Full Article](#)

Constangy, Brooks, Smith & Prophete



Small Business Covid-19 Primer

"Covid-19 has caused stress for both business owners and employees. In the past days, I've fielded calls from clients who need a general legal lay of the land before asking more specific questions. Two new benefits are in effect from April 1, 2020 through December 31, 2020: emergency paid sick leave (EPSL) and paid FMLA leave (FMLA+). Both were part of the Families First Coronavirus Response Act. There is a flyer to post starting April 1, 2020, available to print on the DOL website here." [Full Article](#)

Baker Sterchi Cowden & Rice

STATE & INTERNATIONAL COMPLIANCE

WASHINGTON

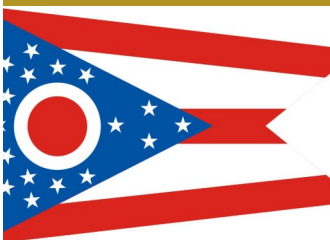


Seattle Expands Its Paid Sick and Safe Time Ordinance in Response to COVID-19

"Effective March 18, 2020, the Seattle Paid Sick and Safe Time (PSST) Ordinance allows eligible employees working in Seattle to use PSST when their family member's school or place of care is closed, regardless of whether such closure is made by a public official. In addition, when 'Tier 3' employers (with 250 or more full time equivalent employees worldwide) reduce operations or close a Seattle worksite for any health or safety reason, those employees are now able to use PSST for that reason. Thus far, neither the City Council nor the Office of Labor Standards has provided guidance on what exactly is meant by a reduction in operations." [Full Article](#)

Jackson Lewis

OHIO



Ohio's Stay-At-Home Order To Combat Pandemic Will Disrupt Businesses

"The Ohio Department of Public Health issued an Amended Stay-At-Home Order which goes into effect on April 6, 2020 at 11:59 p.m., the date the original Order was set to expire, and is in place until May 1, 2020 at 11:59 p.m., unless rescinded or modified. In addition to extending the timeline, there are a few other additions to the Amended Order noted below. The intent of the Order is to ensure that the maximum number of people self-isolate in their places or residence to the maximum extent feasible, while enabling essential services to continue, to slow the spread of COVID-19 to the greatest extent possible." [Full Article](#)

Fisher Phillips

COLORADO



Colorado COVID-19 State Orders Impacting Employers

"Colorado has recently issued several orders impacting Colorado workplaces. Of particular interest to employers are orders relating to business closures, remote working and public gathering limitations. In addition, the Denver Department of Public Health & Environment and the City of Boulder issued Stay at Home Orders for individuals in the City and County of Denver and in the City of Boulder." [Full Article](#)

Faegre Drinker

TEXAS



Judge's Decision Halts Dallas from Enforcing Paid Sick Leave Ordinance

"Texas employers no longer must provide paid sick leave to their employees in Dallas following the decision of U.S. District Court Judge Sean D. Jordan. ESI/Employee Solutions LP et al. v. City of Dallas et al., No. 4:19-cv-00570 (E.D. Tex. Mar. 30, 2020). The decision was released two days before enforcement of the Dallas Paid Sick Leave Ordinance would have commenced. In the federal lawsuit challenging the legality of the Ordinance, the court granted the plaintiffs' motion for preliminary injunction, prohibiting the enforcement of the Ordinance against businesses pending resolution of the litigation. Concurrently, the court's order also denied, in substantial part, the City of Dallas' separate motion to dismiss the case." [Full Article](#)

Jackson Lewis

DELAWARE



Delaware Expands Unemployment for Workers Affected By COVID-19

"Following Gov. Carney's State of Emergency declaration, the Secretary of Labor of the State of Delaware issued new guidelines to enhance the availability of unemployment insurance benefits to COVID-19 affected workers who would not typically qualify for benefits. Unemployment benefits now cover workers who..." [Full Article](#)

Fox Rothschild