

IN THE KNOW

Bulletins for Benefits & HR Professionals



APRIL 22, 2021

Third Circuit Affirms Dismissal of Employee Who Advocated Violence in a Social Media Post

“In a recent employee termination case, the Third Circuit Court of Appeals recently upheld the dismissal of race discrimination claims by a bank employee who was terminated due to a social media post.” [Full Article](#)

Jackson Lewis P.C.



My Employees Have Been Jabbed Twice, Now What?

“For purposes of the new guidelines, the CDC advises that people are considered fully vaccinated two weeks after either their second dose in a two-dose series, like the Pfizer or Moderna vaccines, or after a single-dose vaccine, like the Johnson & Johnson vaccine. The CDC warns that if it has been less than two weeks since a person’s last shot, or if they still need to get their second dose, they are not fully protected and should still observe prevention measures until they are fully vaccinated.” [Full Article](#)

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Vaccination Discrimination: A New Shot at Employer Liability

“For over a year, the COVID-19 pandemic has kept your doors closed and most of your workforce at home.” [Full Article](#)

Venable LLP



Race and National Origin Discrimination Claims Cover Discrimination Based on All Races or National Origins

“Employers seeking to diversify their workforces need to remember that Title VII’s prohibition on class-based discrimination still applies — even if your motives are pure.” [Full Article](#)

Bradley Arant Boult Cummings LLP



11th Circuit to Employers: Heed Your FMLA Obligations

“The Eleventh Circuit Court of Appeals recently provided several reminders to employers regarding their obligations under the Family and Medical Leave Act (FMLA).”

[Full Article](#)

Seyfarth Shaw LLP

COVID-19 Vaccination: Setting Up On-Site Programs

“The Biden administration has called for all people at least 18 to be eligible for the COVID-19 vaccine by April 19, 2021. Most states have already done so.” [Full Article](#)

Jackson Lewis P.C.

State & International Compliance

COLORADO



Colorado Employers - Are You Providing Required Notices to Your Employees of All Job Postings and Promotional Opportunities?

"If your company has even one employee in Colorado, as of January 1, 2021, Colorado's Equal Pay for Equal Work Act (EPEW) requires employers to notify employees within Colorado of all job postings and promotional opportunities, including those outside of Colorado." [Full Article](#)

Hogan Lovells LLP

MICHIGAN



MIOSHA COVID-19 Emergency Rules for Employers Extended for Six Months

"On Monday, April 12, 2021, Governor Gretchen Whitmer announced that the Michigan Occupational Safety and Health Administration (MIOSHA) is extending workplace COVID-19 restrictions, which were set to expire on April 14, for another six months." [Full Article](#)

Foster Swift Collins & Smith PC

ILLINOIS



The Illinois Equal Pay Act – New Requirements for Employers

"The Illinois Equal Pay Act (IEPA) has been amended to create significant new requirements for Illinois employers." [Full Article](#)

Lewis Brisbois Bisgaard & Smith LLP

NEW YORK



New York State Issues Updated Travel Advisory; Relaxes Travel Restrictions

"On April 10, 2021, the New York State Department of Health again updated its COVID-19 Travel Advisory for domestic and international travel." [Full Article](#)

Proskauer Rose LLP

VIRGINIA



Virginia Paid Sick Leave for Home Health Workers

"Effective July 1, 2021, Virginia joins the District of Columbia and many other states with paid leave for designated workers (Virginia's Paid Sick Leave Law), home health workers in this case." [Full Article](#)

Jackson Lewis P.C.