

IN THE KNOW

Bulletins for Benefits & HR Professionals



MAY 20, 2021

Game-Changer: The CDC Lifts COVID-19 Masking and Distancing Restrictions for Fully Vaccinated Individuals

“On May 13, 2021, the Centers for Disease Control and Prevention (CDC) announced that Americans who have been fully vaccinated against COVID-19 no longer need to wear a face covering or practice physically distancing in any setting.” [Full Article](#)

Littler Mendelson



DOL Withdraws Independent Contractor Regulations, Meaning More Uncertainty for Employers

“On May 6, 2021, the U.S. Department of Labor formally withdrew final regulations promulgated earlier this year under the prior administration which set forth, for the first time by way of an Administrative Procedure Act rulemaking, the analysis the Department would use to determine whether a worker was an employee or independent contractor under the federal Fair Labor Standards Act (FLSA).” [Full Article](#)

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In This Issue

Page 1

Game-Changer: The CDC Lifts COVID-19 Masking and Distancing Restrictions for Fully Vaccinated Individuals

Littler Mendelson

DOL Withdraws Independent Contractor Regulations, Meaning More Uncertainty for Employers

Littler Mendelson P.C.

Page 2

Compliance Concerns for Employers with New, Permanent Out-of-State Workforces

Michael Best & Friedrich LLP

Second-Guessing The Advice Columns: After-Hours Texts From The Boss

Constangy Brooks, Smith & Prophete LLP

Reassignment Is The Reasonable Accommodation Of Last Resort

Shawe Rosenthal LLP

COVID-19: U.S. Employer Checklist -Reopening Strategies And Return-to-Work Policies After COVID-19 Pandemic

K&L Gates LLP

Page 3

State & International Compliance Updates

Compliance Concerns for Employers with New, Permanent Out-of-State Workforces

“Many businesses saw their workforces turn remote during the pandemic, with some permitting employees to work from anywhere.” [Full Article](#)

Michael Best & Friedrich LLP



Second-Guessing The Advice Columns: After-Hours Texts From The Boss

“Miss Manners should stick to writing about ice cream forks.” [Full Article](#)

Constangy Brooks, Smith & Prophete LLP



Reassignment Is The Reasonable Accommodation Of Last Resort

“So my partners and I have repeatedly written that, under the Americans with Disabilities Act (ADA), employers – not employees – get to choose among available accommodations to enable an employee with a disability to perform their essential job functions or enjoy equal privileges and benefits of employment.”

[Full Article](#)

Shawe Rosenthal LLP

COVID-19: U.S. Employer Checklist Reopening Strategies And Return-to-Work Policies After COVID-19 Pandemic

“The following is a list of suggested practices for businesses to consider during the reopening process as they return employees to in-person work after an extended period of working remotely.” [Full Article](#)

K&L Gates LLP

State & International Compliance

CALIFORNIA



US: New California Law Gives Rehiring Rights to Employees in Hospitality, Business Services Industries

“California Governor Gavin Newsom signed a bill on 16 April 2021, requiring hotel, event center, airport hospitality and janitorial employers to give priority to rehire workers laid off during the pandemic when jobs become available.”

[Full Article](#)

DLA Piper LLP

VIRGINIA



US: New Overtime Law in Virginia

“On 31 March 2021, Governor Ralph Northam signed the Virginia Overtime Wage Act (VOWA) into law.” [Full Article](#)

DLA Piper LLP

ILLINOIS



Illinois Amends Employee Sick Leave Act to Cover Personal Care for Family Members

“The Illinois Employee Sick Leave Act (ESLA) has been amended to require employers to allow employees to take personal sick leave for absences due to ‘personal care of a covered family member.’” [Full Article](#)

Jackson Lewis P.C.

NEW YORK



New York State Passes the HERO Act Imposing New Health and Safety Standards in the Workplace

“Responding to calls for more stringent safety protocols revealed by the COVID-19 pandemic, on May 5, 2021 Governor Cuomo signed the New York State Health and Essential Rights (HERO) Act (the “Act”), which establishes mandatory standards for COVID-19 as well as all airborne infectious diseases.” [Full Article](#)

Cullen and Dykman LLP

PENNSYLVANIA



Philadelphia Strengthens Workplace Protections for Victims of Domestic Violence

“On May 11, 2021, Philadelphia, Pennsylvania enacted amendments that immediately strengthen workplace protections for victims of domestic violence.” [Full Article](#)

Littler Mendelson P.C.