



The Pandemic: Developments Since We Last Met

Presented by:

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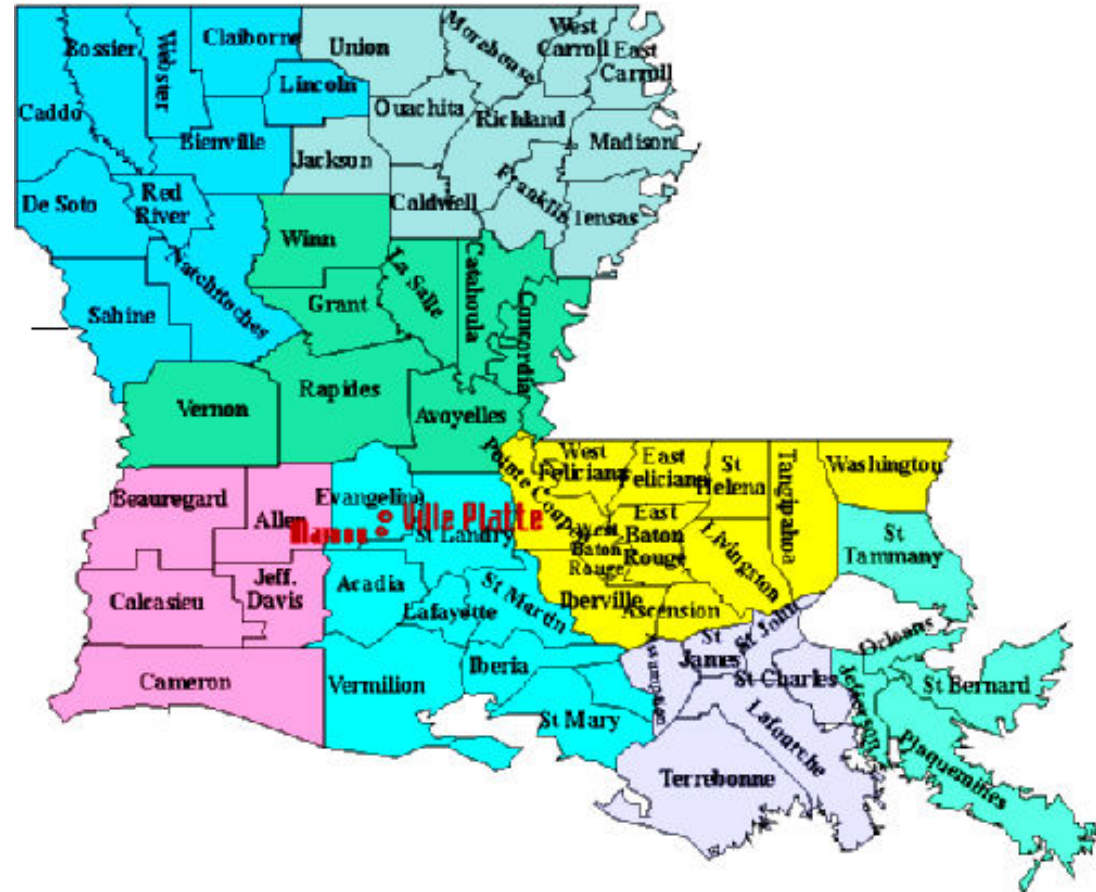
tscott@fisherphillips.com

May 14 through June 25, 2020

- Louisiana Phase 2 Order
- New Orleans Phase 2 Guidelines
- PPP Flexibility Act
- PPP Forgiveness Applications
- PPP Rules
- Louisiana Limits on Liability
- Litigation Erupts
- New EEOC Guidance
- New OSHA Guidance
- Return to Work Quandaries
- EPSLA and EFMLA

Phase 2: Louisiana and New Orleans

- Louisiana Phase 2 Order
- New Orleans Phase 2 Guidelines



COVID-19 Litigation

- [Pattern of COVID Litigation](#)
- [Work from Home Lawsuit](#)
- [Wage and Hour Litigation](#)
- [California Class Actions](#)
- [COVID Lawsuits Raising Other Claims](#)



Louisiana Liability Limitations

- [Louisiana Limits COVID-19 Related Liability](#)
- Five Laws
- Gross Negligence or Willful Conduct Standard
- Good Faith Efforts to Comply Are Key



PPP Changes

- Amendments to Forgiveness Rules
- PPP Flexibility Act
- PPP Forgiveness Rules
- PPP Forgiveness Application

<p> CS FILE DEFT. CLOCK NUMBER MCB 216543 02470383 0 </p> <p> XYZ Corporation 100 Corporation Crt. New Town USA 10000 </p> <p> Social Security Number: 0699-99-9999 Taxable Marital Status: Married Exemptions/Allowances: Federal: 3 \$25 Additional Tax State: 2 Local: 2 </p>	<p style="text-align: right;"> Earnings Statement </p> <p> Period ending: 00/00/0000 Pay date: 00/00/0000 </p> <p> JANE HARPER 101 MAIN STREET ANYTOWN, USA 12345 </p>
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<p>Earnings</p> <table border="0" style="width: 100%;"> <tr> <th>rate</th> <th>hours</th> <th>this period</th> <th>year to date</th> </tr> <tr> <td>Regular</td> <td>10.00</td> <td>32.00</td> <td>320.00</td> </tr> <tr> <td>Overtime</td> <td>15.00</td> <td>1.00</td> <td>15.00</td> </tr> <tr> <td>Holiday</td> <td>10.00</td> <td>8.00</td> <td>80.00</td> </tr> <tr> <td>Tuition</td> <td></td> <td></td> <td>37.43 *</td> </tr> <tr> <td>Gross Pay</td> <td></td> <td></td> <td>\$ 452.43 *</td> </tr> </table> <p>Deductions</p> <table border="0" style="width: 100%;"> <tr> <th>Statutory</th> <th></th> <th></th> </tr> <tr> <td>Federal Income Tax</td> <td>- 45.22</td> <td>2,351.44</td> </tr> <tr> <td>Social Security Tax</td> <td>- 29.83</td> <td>1,551.67</td> </tr> <tr> <td>Medicare Tax</td> <td>- 6.98</td> <td>362.69</td> </tr> <tr> <td>NY State Income Tax</td> <td>- 17.37</td> <td>903.24</td> </tr> <tr> <td>NY Income Tax</td> <td>- 8.23</td> <td>427.96</td> </tr> <tr> <td>NY SUI/IDI Tax</td> <td>- 0.60</td> <td>31.20</td> </tr> </table> <p>Other</p> <table border="0" style="width: 100%;"> <tr> <td>Union Dues</td> <td>- 5.00</td> <td>100.00</td> </tr> <tr> <td>401(K)</td> <td>- 28.85 *</td> <td>1500.20</td> </tr> <tr> <td>Stock Plan</td> <td>- 15.00</td> <td>150.00</td> </tr> <tr> <td>Life Insurance</td> <td>- 5.00</td> <td>50.00</td> </tr> <tr> <td>Loan</td> <td>- 30.00</td> <td>150.00</td> </tr> </table> <p>Adjustment</p> <table border="0" style="width: 100%;"> <tr> <td>Life Insurance</td> <td>+ 13.50</td> </tr> <tr> <td>Net Pay</td> <td>\$ 273.06</td> </tr> </table>	rate	hours	this period	year to date	Regular	10.00	32.00	320.00	Overtime	15.00	1.00	15.00	Holiday	10.00	8.00	80.00	Tuition			37.43 *	Gross Pay			\$ 452.43 *	Statutory			Federal Income Tax	- 45.22	2,351.44	Social Security Tax	- 29.83	1,551.67	Medicare Tax	- 6.98	362.69	NY State Income Tax	- 17.37	903.24	NY Income Tax	- 8.23	427.96	NY SUI/IDI Tax	- 0.60	31.20	Union Dues	- 5.00	100.00	401(K)	- 28.85 *	1500.20	Stock Plan	- 15.00	150.00	Life Insurance	- 5.00	50.00	Loan	- 30.00	150.00	Life Insurance	+ 13.50	Net Pay	\$ 273.06	<p>Other Benefits and Information</p> <table border="0" style="width: 100%;"> <tr> <th>this period</th> <th>total to date</th> </tr> <tr> <td>Group Term Life</td> <td>0.51</td> </tr> <tr> <td>Loan Amt Paid</td> <td>840.00</td> </tr> <tr> <td>Vac Hrs Left</td> <td>40.00</td> </tr> <tr> <td>Sick Hrs Left</td> <td>16.00</td> </tr> <tr> <td>Title</td> <td>Operator</td> </tr> </table> <p>Important Notes</p> <p>EFFECTIVE THIS PAY PERIOD YOUR REGULAR HOURLY RATE HAS BEEN CHANGED FROM \$8.00 TO \$10.00 PER HOUR.</p> <p>WE WILL BE STARTING OUR UNITED WAY FUND DRIVE SOON AND LOOK FORWARD TO YOUR PARTICIPATION.</p>	this period	total to date	Group Term Life	0.51	Loan Amt Paid	840.00	Vac Hrs Left	40.00	Sick Hrs Left	16.00	Title	Operator
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* Excluded from federal taxable wages

Your federal taxable wages this period are \$386.66

<p> XYZ Corporation 100 Corporation Crt. New Town USA 10000 </p> <p> Pay to the order of: JANE HARPER This amount: TWO HUNDRED SEVENTY-THREE AND 85/100 DOLLARS </p>	<p> Payroll check number: 02470383 Pay date: 00/00/0000 Social Security No. 000-99-9999 </p> <p style="text-align: right;"> \$273.06 </p>
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SAMPLE NON-NEGOTIABLE VOID VOID VOID VOID AFTER 180 DAYS

AUTHORIZED SIGNATURE

EEOC Guidance

- [Antibody Tests](#)
- [Age Discrimination and Other Workplace Concerns](#)
 - [Accommodations](#)
 - [Harassment](#)
 - [Caregivers](#)
 - [Pregnancy](#)



OSHA Guidance

- [New COVID Record Keeping Rules](#)
- [Reopening Guidance](#)
- [Masks](#)
- [Citation](#)



Return to Work Issues

- [Masks](#)
- Essential v. Non-Essential
- Negative Tests
- Symptoms from Other Conditions
- Employees Refusing to Return and Unemployment
-



EPSLA and EFMLA

- [Availability of Childcare Issues](#)
- EPSLA Reminder



Visit **FISHER PHILLIPS** **RESOURCE CENTER** for **Employers**

Post-Pandemic Back-To-Business FAQs For Employers

Comprehensive set of FAQs that will be continually updated throughout the recovery period. not only do we go deeper on all these topics, but we also have detailed information about:

- SBA Loans
- Paid Sick Leave and E-FMLA
- Benefits
- Unemployment
- I-9s and Immigration Issues
- International Workplaces
- Trade Secrets Concerns
- ...and more

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Final Questions

Presented by:
Michelle Anderson, Ed Harold, Tim Scott