



Weekly Digest

• November 3, 2020 •

Human Resources

More Employees in Quarantine? CDC Expands Definition of “Close Contact” with an Individual with COVID-19

“In revising its definition of who is considered to be in “close contact” with a person infected with COVID-19, the Centers for Disease Control and Prevention (CDC) significantly expanded the universe of individuals who might be required to self-isolate.”

[Full Article](#)

Shawe Rosenthal LLP



State and Local Taxation of Remote Workers Creates Headache for Employers with Little Likelihood of a Near-Term Solution

“The explosion in the number of remote workers in light of the pandemic has brought to light various state and local tax issues that have long been simmering.” [Full Article](#)

Venable LLP

In This Digest

PAGE 1

More Employees in Quarantine? CDC Expands Definition of “Close Contact” with an Individual with COVID-19

By, Shawe Rosenthal LLP

State and Local Taxation of Remote Workers Creates Headache for Employers with Little Likelihood of a Near-Term Solution

By, Venable LLP

PAGE 2

COVID-19 Liability Shields: Today’s Legislative Trend, Tomorrow’s Legal Defense

By, Seyfarth Shaw LLP

With Remote Workers in Different States, What About Jurisdiction?

By, Bradley Arant Boult Cummings LLP

Being Unbiased is Everyone’s Job: Sixth Circuit Upholds Termination of Public Employee for Her Out-of-Work, Public Social Media Post

By, Frost Brown Todd LLC

Federal Appeals Court Deals Blow to OSHA’s Ability to Cite Repeat Violations

By, Jackson Lewis P.C.

PAGE 3

State & International Compliance Updates

COVID-19 Liability Shields: Today's Legislative Trend, Tomorrow's Legal Defense

"State lawmakers continue to search for ways to pave the path for their economies to reopen amidst the COVID-19 pandemic." [Full Article](#)

Seyfarth Shaw LLP

With Remote Workers in Different States, What About Jurisdiction?

"With the explosion of remote work arrangements during the COVID-19 pandemic, employers are more likely to have remote employees who live in different states." [Full Article](#)

Bradley Arant Boult Cummings LLP



Being Unbiased is Everyone's Job: Sixth Circuit Upholds Termination of Public Employee for Her Out-of- Work, Public Social Media Post

"When and how public employers should respond to the out-of-work speech of public employees is a complicated but increasingly important topic for public employers." [Full Article](#)

Frost Brown Todd LLC



Federal Appeals Court Deals Blow to OSHA's Ability to Cite Repeat Violations

"On Tuesday, October 27, 2020, the U.S. Court of Appeals for the Tenth Circuit issued a long-awaited decision in *Sec'y of Labor v. Wynnewood Refining Co., LLC*." [Full Article](#)

Jackson Lewis P.C.

STATE & INTERNATIONAL COMPLIANCE

COLORADO



Colorado's Proposed 'Equal Pay Transparency Rules' May Affect Employers Nationwide

"The Colorado Department of Labor and Employment (DLE) has published proposed "Equal Pay Transparency Rules" (EPT Rules), providing details on new affirmative obligations under the state's Equal Pay for Equal Work Act going into effect on January 1, 2021." [Full Article](#)

Jackson Lewis P.C.

MICHIGAN



New Michigan COVID-19 Law Restricts Employment Actions

"Michigan has enacted significant new legislation that prohibits employees with "the principal symptoms" of COVID-19 from reporting to work and forbids employers from discharging, disciplining, or retaliating against employees who stay home because they have been diagnosed with or exposed to COVID-19." [Full Article](#)

Jackson Lewis P.C.

NEW JERSEY



Governor Murphy Signs Executive Order Outlining COVID-19 Protocols for the Workplace

"On October 28, 2020, Governor Murphy signed Executive Order 192 ("E.O. 192"), which sets forth workplace safety protocols in response to the recent increase in reported COVID-19 infections across New Jersey." [Full Article](#)

Saiber LLC

NEW YORK



Sick and Safe Leave: NYS Releases FAQs and NYC Issues Notice

"New York State has issued guidance in the form of Frequently Asked Questions ("FAQs") regarding the State's Paid Sick Leave Law ("PSLL"), which became effective on September 30, 2020." [Full Article](#)

Epstein Becker Green, P.C.

VIRGINIA



7 Steps Virginia Employers Should Take in Light of New Laws

"During the COVID-19 pandemic, Virginia lawmakers enacted a series of employee-friendly laws that will change the commonwealth for decades to come." [Full Article](#)

Hunton Andrews Kurth LLP