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 P.C.

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

“Miss Manners should stick to writing about ice cream forks.”  
Constangy Brooks, Smith & Prophete LLP

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.”  
Michael Best & Friedrich 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.”  
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.”  
K&L Gates LLP

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**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_

**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. Funai_

**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**


*Full Article*

*Littler Mendelson P.C.*

** 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_