

Weekly Digest

• January 26, 2021 •

Human Resources

Reckoning With Race Discrimination In Federal Workplaces

"On January 20, 2021, in one of his first acts as the 46th President of the United States, President Biden revoked an executive order (EO) barring government contractors, including subcontractors and grantees of federal funds, from certain types of racial sensitivity training in the workplace." [Full Article](#)

Fisher Broyles, LLP



EEOC Revises Guidance on Religious Discrimination in the Workplace

"The Equal Employment Opportunity Commission (EEOC) has approved revisions to its [Compliance Manual Section on Religious Discrimination](#) (Guidance)." [Full Article](#)

Jackson Lewis P.C.

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The Doctor Will See You Now via Telemedicine and It May Qualify as Treatment under the FMLA

"As you already know, COVID-19 changed almost everything, and some of those things are likely here to stay (or at least for a while longer)." [Full Article](#)

Bradley Arant Boult Cummings LLP

The Internal Revenue Service Extends the Payment Period for Certain Deferred Employee Payroll Taxes in Accordance with Recently Enacted Legislation

"The IRS issued the Previous Notice to implement the Presidential Memorandum which directed the Secretary of the Treasury to defer the withholding and payment of certain employee payroll taxes." [Full Article](#)

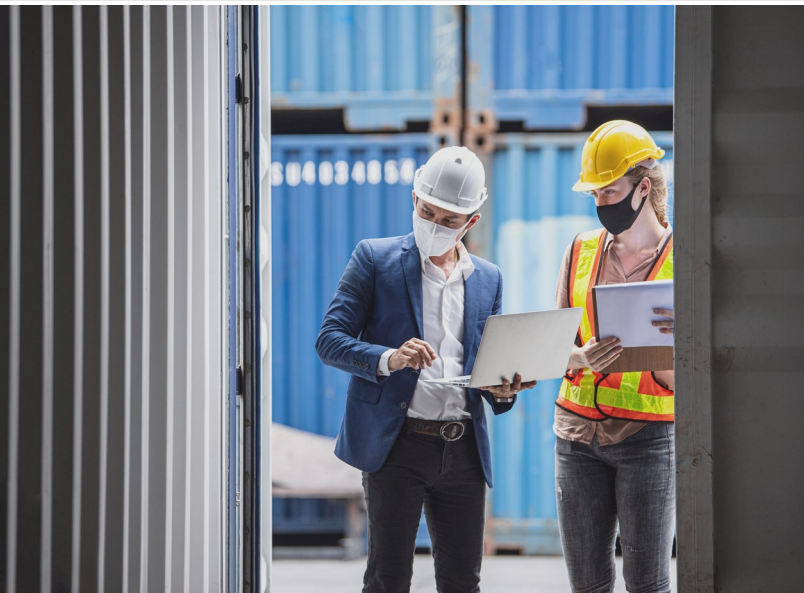
Seyfarth Shaw LLP



3 Tips to Avoid OSHA Citations Related to COVID-19

"As businesses across the country return to in-person operations, the Occupational Safety and Health Administration (OSHA) has been activity enforcing workplace safety related to COVID-19." [Full Article](#)

Hall Benefits Law



Expense Reimbursements in the Era of Remote Working

"The COVID-19 pandemic thrust remote working upon many employers without notice or adequate time to prepare." [Full Article](#)

Seyfarth Shaw LLP





STATE & INTERNATIONAL COMPLIANCE

CALIFORNIA



California Updates Its Pay Data Reporting Requirements – Reports are due by March 31, 2021!

"[SB 973](#), enacted on September 30, 2020, requires private employers of 100 or more employees (with at least one employee in California) to report pay and demographic data to the Department of Fair Employment and Housing (DFEH) by March 31, 2021 and annually thereafter." [Full Article](#)

Proskauer Rose LLP

CALIFORNIA



While Federal and California State COVID-19 Sick Leave Has Expired, Some California Localities Continue To Maintain Local COVID-19 Sick Leave Requirements

"Since the outset of the COVID-19 pandemic, the employment law landscape has continued to change at a rapid pace." [Full Article](#)

Hunton Andrews Kurth LLP

COLORADO

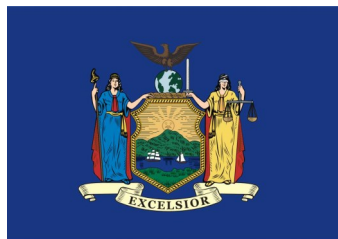


For the New Year, Colorado Makes COVID-19 the Gift That Keeps Giving (Paid Time Off)

"On the night before Christmas Eve, the Colorado Department of Labor and Employment (CDLE) issued a surprise opinion that Colorado employers are required to provide still more paid sick leave for COVID-19 in 2021." [Full Article](#)

Bryan Cave Leighton Paisner LLP

NEW YORK

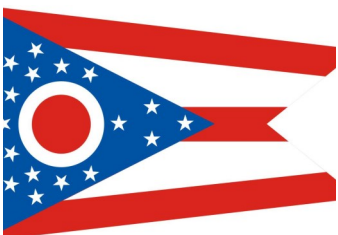


A Comparative Analysis of the New York State and New York City Sick And Safe Leave Laws

"On April 3, 2020, New York State enacted a paid sick leave law ("NY PSLL") requiring many employers to provide paid sick leave." [Full Article](#)

Nelson Mullins Riley & Scarborough LLP

OHIO



Ohio Governor Signs "Alternate Employer Organization" Legislation

"On December 18, 2020, Ohio Governor Mike DeWine signed Senate Bill 201 into law, which establishes a first-of-its-kind in the nation, new HR services entity called an Alternate Employer Organization ('AEO')." [Full Article](#)

Dickinson Wright LLP