



ANALYSIS

Department of Labor's Wage and Hour Division Issues New Guidance Materials

The Department of Labor's (DOL's) Wage and Hour Division has issued a new set of assistance materials to help employers navigate the evolving challenges facing businesses during COVID-19. These assistance materials come at a time when many businesses are beginning to set long-term adjustments to the virus, such as remote work policies, mask and safety guidelines and modified hours.

To correspond with adapting business practices, DOL's assistance materials have a new focus on reasonable accommodations, remote work and temporary employees. The FAQs answer questions such as "When am I eligible for paid sick leave to care for someone who is self-quarantining?" (when a health care provider has advised self-quarantine) and "When am I able to telework under the [Families First Coronavirus Response Act (FFCRA)]?" (when the employer permits it).

The assistance materials include two new posters for federal and non-federal employees, which satisfy the notice requirement in the FFCRA.

The materials also include a clear and detailed walkthrough of how a covered employer should apply the "paid sick leave" and "paid expanded family and medical leave" offered by the FFCRA. This description puts the leave laws—whose tangled statutory

SUBSCRIBE

COURT STATUS

ANALYSIS

1. Department of Labor's Wage and Hour Division Issues New Guidance Materials
2. DOL Materials

PREVIOUS PRIMERS

RESOURCES

1. Selected Bench Guides
2. Resources for Employers
3. Additional Resources

Shook, Hardy & Bacon understands that companies are facing many challenges related to the global COVID-19 pandemic.

Shook guides its clients through crisis planning and management to help navigate the risks associated with emerging issues.

provisions had left many employers reeling—in plain and simple terms.

DOL Materials

[Fact Sheet for Employers](#)

[Fact Sheet for Employees](#)

[Questions and Answers](#)

[Guidance Poster for federal workers](#)

[Guidance Poster for all other employees](#)

[Questions and Answers about posting requirements](#)

[Quick Benefits Tips for FFCRA Paid Leave](#)

PREVIOUS PRIMERS

JULY 24, 2020 | ISSUE 28

Returning to Work: Top Considerations for U.S. Employers

[Jeff Elkins](#) | [Anthony Martinez](#) | [Carrie McAtee](#) | [Adriana Paris](#)

JULY 16, 2020 | ISSUE 27

COVID-19 Protections in the PREP Act: Webinar Series and Hub

[John F. Johnson III](#) | [Michelle Mangrum](#) | [Jennifer Artman](#) | [Adrienne Byard](#) | [Anna Pieschel](#) | [Angela Seaton](#) | [Cary Silverman](#) | [Paul Williams](#) | [Joan Camagong](#) | [Edd Gaus](#) | [Caroline Gieser](#) | [Sarah Glendon](#)

JULY 13, 2020 | ISSUE 26

Strategies to Defend Tuition Refund Class Actions

[John F. Johnson III](#) | [Alison Newstead](#) | [Eva Weiler](#) | [Marisa Pearce](#)

JULY 1, 2020 | ISSUE 25

Strategies to Defend Tuition Refund Class Actions

[Ann Songer](#) | [Paul Williams](#)

MAY 27, 2020 | ISSUE 24

Strategies to Defend Tuition Refund Class Actions

[Michael Mallow](#) | [Holly Pauling Smith](#) | [Tom Sullivan](#)

To learn more about Shook's Crisis Management and Response capabilities, please visit shb.com or contact:



Bill Martucci

Partner

202.639.5640

wmartucci@shb.com



Charlie Rosebrough

Associate

816.559.2944

crosebrough@shb.com

MAY 21, 2020 | ISSUE 23

New York State Leave Protection

Bill Martucci | Devan Rittler-Patton

MAY 14, 2020 | ISSUE 22

Using Trademark Law to Combat Reputational Harm from Third-Party Price Gouging

Clint Newton | Patrick Koncel

MAY 8, 2020 | ISSUE 21

The Plaintiffs' Bar's Use of COVID-19 To Spur Personal Care Products Lawsuits

Buffy Mims | Jim Muehlberger

MAY 6, 2020 | ISSUE 20

Senior Care in the Time of COVID-19

Kelly Bieri | Brad Bodamer | Mat Larsen | Anna Pieschel | John Sherk | Tammy Webb

MAY 4, 2020 | ISSUE 19

Product Liability Risks for Medical Devices in the UK

Sarah Croft | Simon Castley

APRIL 30, 2020 | ISSUE 18

Maximizing Recoveries in Bankruptcy

John Lewis, Jr. | Mark Moedritzer | Todd Ruskamp

APRIL 23, 2020 | ISSUE 17

Consumer Protection Enforcement Challenges in the Age of COVID-19 (Part Two)

Laurie Novion | Jeanne Janchar | Steve Vieux

APRIL 23, 2020 | ISSUE 16

Antitrust Challenges in the Age of COVID-19 (Part One)

Laurie Novion | Jeanne Janchar | Steve Vieux

APRIL 15, 2020 | ISSUE 15

Considerations for Commercial Borrowers in the Midst of the COVID-19 Pandemic

Sandy Hawley

APRIL 14, 2020 | ISSUE 14

EPA Guidance on Superfund Site Field Work and Other Enforcement Issues

Mark Anstoetter | Dave Erickson | Vanessa Dittman | Mitch Engel | Dalton Mott | Maurissa Rushton

APRIL 13, 2020 | ISSUE 13

Virtual Hearings in International Arbitration: A Checklist

Carlos Concepción | John Barkett | Ricardo Ampudia | Giovanni Angles

APRIL 8, 2020 | ISSUE 12

The Paycheck Protection Program Under the CARES Act

Sandy Hawley | Dan Schwaller

APRIL 6, 2020 | ISSUE 11

Liability Risks for 3D-Printed Medical Supplies and Protective Products

Colin Kelly | Mihai Vrasmasu | Caroline Gieser | Michael Polatsek

APRIL 3, 2020 | ISSUE 10

Class Actions and Mass Actions

Holly Pauling Smith | John Sherk

APRIL 2, 2020 | ISSUE 9

Maximizing Teleconferencing Privacy

Al Saikali | Palak Shah

APRIL 1, 2020 | ISSUE 8

So You're an Essential Business: Now What? A Checklist for California Essential Businesses

Annie Chuang | Eva Weiler | Sarah Glendon

MARCH 27, 2020 | ISSUE 7

National Employment Law Series: Changes and Guidance in the National Employment Sphere

Bill Martucci | Katherine Sinatra | Mark Tatum | Charles Rosebrough

MARCH 25, 2020 | ISSUE 6

National Employment Law Series: Employee Paid Leave Rights in the Families First Coronavirus Response Act

Mark Tatum | Dan Schwaller

MARCH 23, 2020 | ISSUE 5

National Employment Law Series: Key Points for Employers Planning Layoffs

Katherine Sinatra | Charles Rosebrough

MARCH 20, 2020 | ISSUE 4

The Effects of COVID-19 on FDA Actions for Medical Products and Food

Sonali Gunawardhana | John Johnson III

MARCH 19, 2020 | ISSUE 3

New Federal Law Extends Existing Tort Protections for Makers of Certain Products Used to Combat COVID-19

Cary Silverman

MARCH 18, 2020 | ISSUE 2

Cybersecurity and Health Information Privacy During the COVID-19 Pandemic

Al Saikali | Colman McCarthy | Lischen Reeves

MARCH 13, 2020 | ISSUE 1

Is COVID-19 an Excuse for Your Performance?

Tom Sullivan | Bill Martucci | Lynn Murray

RESOURCES

Selected Bench Guides

Georgia Pandemic Bench Guide

[Co-Authored by Shook Partner Josh Becker]

**Preparing for a Pandemic: An Emergency Response
Benchbook and Operational Guidebook for State
Court Judges and Administrators**

[National Center for State Courts]

Additional State Public Health Bench Books

[Centers for Disease Control and Prevention]

Resources for Employers

Equal Employment Opportunity Commission

[Americans with Disabilities Act; Rehabilitation Act]

Department of Labor

[Unemployment; Workplace safety]

Department of Labor Wage & Hour Division

[Families First Coronavirus Response Act]

Occupational Safety and Health Administration

[Work safety and exposure risk]

California Employment Development Department

New York Labor Department

Additional Resources

**Association of Corporate Counsel COVID-19
Resource Center**

Bloomberg Law Coronavirus Outbreak News

Bain & Co. Coronavirus Economic Impact Report

Law360 Court Status and Closures List

**National Center for State Courts: Court News
Updates**

WestLaw Global Coronavirus Toolkit



The choice of a lawyer is an important decision and should not be based solely upon advertisements.

© Shook, Hardy & Bacon L.L.P. All rights reserved.

[Unsubscribe](#) | [Forward to a Colleague](#) | [Privacy Notice](#)