

2021 Resource Navigator

Since the beginning of the pandemic, we committed to providing clients with complimentary, practical resources to help navigate these challenging times.

Here we've identified and mapped out the blog posts, articles and video chats that will help you the most as you embark on 2021. Hopefully this can serve as a quick and handy roadmap to recovery and renewal for your company.

• BENEFITS & COMPENSATION

- How has COVID-19 Impacted Pension Schemes and What Does This Mean for Employers?
- California Proposes to Tax Nonresident, Non-Employee Director Compensation based on Corporation's Domicile
- SEC Adds New Human Capital Disclosure Requirement to Regulation S-K
- Additional Guidance for Coronavirus Related Distributions and Loans
- New Final Regulations for ERISA Electronic Disclosures Increase Flexibility for Employers
- Increased Flexibility for Taxpayers in Section 125 Cafeteria Plans in Response to COVID-19
- Beware — COVID-19 Layoffs May Trigger Liability for Partial Plan Terminations
- An Alternative to Traditional Severance: SUB Plans
- Important Implications from the Coronavirus Aid, Relief and Economic Security Act
- Annual Equity Award Filing Chart: Filing & Reporting Requirements for Global Employee Share Plans
- Global Share Plans in the Wake of COVID-19 (Webinar)

• COVID-RELATED EMPLOYMENT LITIGATION

- Employment Litigation Predictions in a COVID-19 World: an Insider's View From the Plaintiff's Bar (Video Chat)
- Prediction: COVID-Related Employment Litigation Trends (Video Chat)
- Trend Watch: The First Wave of COVID-Related Employment Litigation — What's on the minds of employers and litigators during COVID-19? (Video Chat)
- Mitigating Employment Litigation Claims in the Complex Landscape of COVID-19

• DIVERSITY & INCLUSION

- Charged Speech in the Workplace: Knowing When to Step In
- Trump's Executive Order Limiting Diversity Training Put On Ice For The Holidays
- US Pay Equity and Transparency Developments: What You Need to Know Going Into 2021
- California Employers With 100 Or More Employees Must Report Pay Data By March 31, 2021
- Diversity, Equity & Inclusion | Best Practices for Managing & Collecting Employee Diversity Data (Video Chat)
- How Employment Counsel Add Value to a Company's Inclusion & Diversity Programs (Video Chat)
- Navigating Political Speech in the Workplace (Video Chat)
- Religious Beliefs in the Workplace Following the Supreme Court's *Bostock* Decision (Video Chat)
- Support for LGBTQ Rights, with a Signal for Religious Liberty: What Does *Bostock* Actually Mean for Employers?
- Importance of Paying Attention to Pay Equity During COVID-19 (Video Chat)
- California Mandates More Diversity in Corporate Boardrooms
- Political Expression in the Workplace — Practical Tips for Employers

• COST-CUTTING & RIFS

- Practical Tips for Conducting RIFS During these Challenging Times (Video Chat)
- Cost-Cutting Strategies in the Wake of COVID-19 (Webinar)
- Short Time Compensation (Work Share) Programs
- An Employer's WARN Act
- Compliance Guide for COVID-19
- California Waives the 60 Day Cal-WARN Notice Period for COVID-19 Layoffs — But Only If Notice is Given As Soon As Practicable
- Employee Pay During COVID-19 Leaves, Furloughs, And Closures

DATA PRIVACY & PROTECTION

- Data Privacy Issues Related to COVID-19 Health Questionnaires and Testing (Video Chat)
- Employers: Protect Your Company IP While Employees Work Remotely (Video Chat)
- Protecting trade secrets in the rapid remote world

FFCRA (AND OTHER CHANGES TO LEAVE LAWS)

- FFCRA and California's Supplemental Paid Sick Leave Expire December 31 — What Employers Need to Know
- Don't get schooled by employee childcare issues; what you need to know about leave laws as schools struggle with reopening
- Sweeping Changes to the CFRA Could Entitle Employees to Double the Leave
- Larger Employers Must Act Quickly To Address California's New Supplemental Paid Sick Leave Law, Including Making Changes to Paystubs Within 10 Days
- Back to School or Back to Home? Handling Leave Requests from Employees with School-Age Children
- New Q&As, New Streamlined Forms, and an RFI: the Department of Labor Publishes More COVID-19 Guidance and Seeks Public Comment on the FMLA
- COVID-19 Ushers in New Supplemental State and Local Paid Sick Leave Requirements
- When Coronavirus, Federal Paid Leave And The NLRA Collide
- DOL Says FFCRA Paid Leave is Not Available During Worksite Closures and Furloughs
- New Guidance and Required Posters Issued by the DOL for Paid Sick and FMLA Leave under the Families First Coronavirus Response Act (FFCRA)
- IRS, DOL and Treasury Issue Joint News Release On Employer Tax Credits for COVID-19 Paid Leave Obligations Under The FFCRA
- Paid Sick And Family Leave Under The Families First Coronavirus Response Act

HEALTH & SAFETY

- Workplace Safety | Practical Tips for COVID-19 Notifications
- Employee Testing & Screening Update — What Can and Can't Employers Do (Video Chat)
- ICYMI Part 2: Employee Testing & Screening Update — What Can and Can't Employers Do (Video Chat)
- Masks Unmasked — What Employers Need to Know About Face Coverings (Video Chat)
- Employee Testing for COVID-19: What Works Now for Your Worksite?
- OSHA Guidance on Wearing Masks in the Workplace
- Face Coverings: Q&A for US Employers
- Quick Check on Temp Checks
- What If an Employee Refuses to Take Co-Workers' Temperatures?
- The EEOC Updates Its Guidance on Temperature Checks and Medical Inquiries During The COVID-19 Pandemic
- Breaking News: CDC Shortens Recommended Quarantine to Either 7 or 10 Days in Certain Cases

IMMIGRATION & EMPLOYEE TRAVEL

- North America: Are Your Employees Considering Year-End Travel? Here's What Your Company and They Should Know (Video Chat)
- H-1B and PERM Programs
- Quick Checklist of Considerations for Business Travel Right Now
- Global Immigration & Mobility Quarterly Update | September 2020
- Quarantine Requirements for When Your Employees Travel to Hotspots (Video Chat)
- Navigating Employee Travel in a Maze of State and Local Quarantine Orders and Travel Advisories
- 10 Questions To Ask Before Managing Form I-9s Electronically
- US Immigration Considerations During the Pandemic (Video Chat)
- Companies Must Prep For More DOJ Probes To Protect US Workers
- The Global Employer: Global Immigration & Mobility Quarterly Update | June 2020
- Looking forward - How a new US administration could change business immigration

GLOBAL EQUITY SERVICES

- Key Issues in Managing Equity Awards in M&A Transactions
- Operating Share Plans During a Recession — What to Expect and What Can You Do?
- Granting Equity Awards to PEO Employees
- IRS Procedural Update Provides Relief from Onerous Next-Day Rule for Equity Awards
- Your Stock Award Payroll Tax Administration May Not Comply With New IRS Guidance
- Reminder: The Updated ISS Gender Diversity Policy is Effective as of February 1, 2020
- Equity Awards and the Alternative Workforce

• REMOTE WORK & REIMBURSEMENTS

- The Reopening Playbook Revisited: Building a New Workforce Reality
- How to Think About Moving to Permanently Remote Work (Video Chat)
- Best Practices for Employers with the Rush to Remote Working (Video Chat)
- Mass Telework Sparks Debate Over Lasting Work-From-Home Options
- 5 Steps For Transitioning To A Permanent Remote Workforce
- Want to Avoid Employee Reimbursement Class Actions for Remote Work? Take These Four Steps
- Working Remotely: Expense Reimbursements for your Global Workforce
- Protecting trade secrets in the rapid remote world —10 specific steps to take now
- Essential Ingredients for Your US Telecommuting Policy
- Reimbursement Refresher: Cell Phone and Internet Expenses Related to Telecommuting in the US
- Initial Lessons Learned as COVID-19 Exposes Critical Gaps in Information Security
- Keep Trade Secret Protections Top Of Mind While You Deploy Remote Working
- Employee Expense Reimbursement: Requirements and Trends in a WFH Environment (Video Chat)
- When Should Employers Reimburse Expenses for Remote Workers?

WAGE & HOUR

- Unique COVID-Related Wage & Hour Issues Employers Need to Know (Video Chat)
- DOL Guidance on Electronic Posting of Federally-Required Notices
- DOL Announces Final Rule for FLSA Worker Classification Focused on Economic Dependence-But Its Future is Uncertain

• REOPENING

- Customer-Facing Employee Safety
- Our US Shelter-In-Place / Reopening Order Tracker [Updated weekly]
- More on the Return to Work: the EEOC Issues New COVID-19 Related Guidance
- From Safer-at-Home to Safer-at-Work: the EEOC Issues Guidance to Help Reopening Employers Manage "High Risk" Employees
- What to Do When Scared Workers Don't Report to Work Due to COVID-19

VACCINATION OF THE WORKFORCE

- Mandatory Vaccinations in the Workplace | What US Employers Should Consider Now (Video Chat)
- EEOC Issues Much-Anticipated Q&A Guidance on COVID-19 Vaccinations
- Coronavirus Vaccines are Coming in the US: What Should US Employers Do Next?
- When Employers Can Require COVID-19 Vaccinations
- Vaccinating the Workforce – Challenges for Multinational Employers

www.bakermckenzie.com

Baker & McKenzie LLP is a member firm of Baker & McKenzie International, a global law firm with member law firms around the world. In accordance with the common terminology used in professional service organizations, reference to a "partner" means a person who is a partner, or equivalent, in such a law firm. Similarly, reference to an "office" means an office of any such law firm. This may qualify as "Attorney Advertising" requiring notice in some jurisdictions. Prior results do not guarantee a similar outcome.