

COVID-19: Employment Law FREE Webinar

VANDENACK WEAVER LLC

MARCH 2020



Attorney

Matthew G. Dunning

Matt is an accomplished attorney with extensive risk management experience and more than two decades of legal experience. He brings strong analytical and problem-solving skills to complex business challenges. His ability to negotiate and resolve intricate disputes in fast changing, complex business environments has helped him effectively represent the interests of 501(c)(6) organizations as well as advise large non-profit organizations on employment compliance issues across 11 jurisdictions, including California, New York and the District of Columbia. Dunning has successfully litigated and mediated employment contract issues including for-cause terminations and non-competition and non-solicitation agreements. In his career, he had defended clients against discrimination and harassment claims in Iowa and Nebraska courts and in administrative proceedings in multiple states, including in the Eighth Circuit Court of Appeals.

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Attorney

James S. Pieper

James S. Pieper has more than 30 years of experience at the intersection of law, politics, public policy, business and finance. He specializes in the research and analysis of complex statutory, administrative, constitutional, political and financial issues to assist those facing compliance with regulatory and governmental issues. He also has extensive background in development projects involving public-private partnerships. Representative clients include employers, health care providers and nonprofits.

In addition to his background in private practice, Pieper served as legal counsel to the Speaker of the Nebraska Unicameral Legislature and the Chair of the Judiciary Committee for nearly 12 years. In that role, he played a key part in drafting and analyzing major legislation on a wide variety of issues. Pieper gained valuable experience drafting bills and amendments, preparing supporting materials and processing legislation, and also became an expert in the provisions of the Nebraska Constitution. During that same period, and subsequently, Jim worked in private legal practice on corporate and public-private transactions, representation of nonprofit entities and research and analysis of statutory, administrative and constitutional issues. His experience includes major financing and development transactions, analysis and preparation of compliance policies (for employers, health care entities, churches, private schools and other nonprofits), and a variety of other administrative and governmental matters. Pieper also has experience in campaign finance and elections and voting law.

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Attorney

Ryan J. Coufal

Ryan Coufal joined the firm as an attorney in 2019. A 2019 graduate and appointee to the Order of the Barristers, a national honors society recognizing students who have excelled in litigation and advocacy, Coufal brings energy and a legal expertise to individuals and businesses.

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Introduction and Current Status

Immediate developments in Employment Law



Comparison to Prior Pandemics

Prior Guidance that is still applicable today

- Health practices like Social Distancing, Washing Hands, etc.

General Information

- Quarantine
- Self-Isolation
- Levels of Exposure
- Identifying Symptoms without Relying on Stereotypes and Assumptions

Information from CDC

Information from Nebraska DHHS



Immediate Issues

What happens is a company has an employee who tests positive?

Scheduled Travel and How Travelers Should Handle



OSHA

Update with most recent guidance

General duty rule

Risk Levels

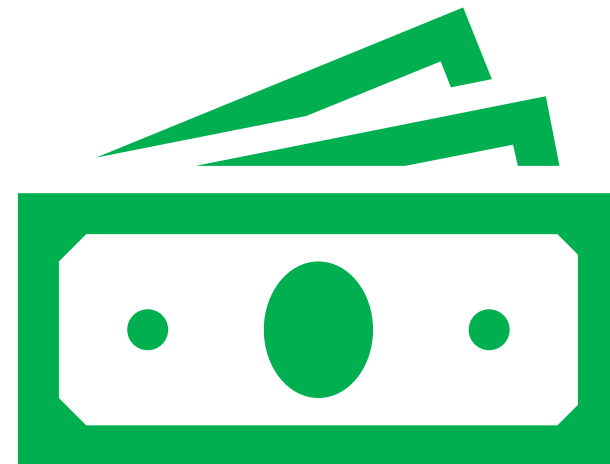
Prevention

Response

Paid Leave

Latest developments:

- Federal Legislation review
 - Emergency Paid Sick Leave
 - Emergency Family & Medical Leave
- Employees Not in a Category
 - Non-Emergency FMLA
 - Non-Emergency Sick Leave
 - ADA
 - Short term disability
 - Omaha ordinance



Health Insurance



Continuation when not working

- COBRA

Legislation re Testing

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THANK YOU

WEBINAR SERIES 4: MARCH 24TH @ 12:00 CST

HARASSMENT / #METOO:

PROACTIVE MEASURES EMPLOYERS CAN TAKE TO PREVENT SEXUAL HARASSMENT AND OTHER FORMS OF UNLAWFUL HARASSMENT IN THE WORKPLACE, AND WHAT TO DO IF IT HAPPENS