



Issue 3, 2020

● **What Can We Expect from a Biden Administration?**

By **Eric E. Kinder**

As President-elect Joe Biden begins to transition into the Oval Office, employers cannot help but look ahead to what the next four years may hold. Although a Biden administration may be limited in what it wants to do because of a possible Republican majority in the Senate, the campaign indicated on which it is likely to focus. Also, as happens any time the Presidency transitions from one party to another, presidential appointments to the administrative agencies such as the Equal Employment Opportunity Commission and the National Labor Relations Board could play huge roles.

Click [here](#) to read the entire article.

---

● **Coronavirus Considerations and Hot Topics Heading into 2021**

By **Carrie H. Grundmann**

When much of the country locked down in March 2020, very few expected us to still be dealing with this pandemic in December 2020. And yet, here we are. In fact, coronavirus cases are rising sharply throughout much of the country, and the prospect of additional shutdowns is growing more probable by the day. Not all news is bad. Pfizer, Moderna and AstraZeneca have produced what appear to be viable vaccines that could be available as early as this month. As we look to 2021, here are a few issues that employers should have on their radar.

Click [here](#) to read the entire article.

---

● **Employers Must Be Reasonably Diligent in Tracking Employees' Worked Hours, Even During a Global Pandemic**

By **Megan W. Mullins**

Whether employers like it or not, there is no question that the COVID-19 pandemic has altered the modern work environment for many businesses. As employers across the country continue to allow, and even encourage, their employees to work remotely, we continue to see the questions and challenges that accompany the work-from-home model. Fortunately, not all of those challenges need

be navigated blindly. The U.S. Department of Labor recently issued a Field Assistance Bulletin to help untangle some of the concerns regarding paying employees for *all* hours worked, even when employees are not in a traditional employment setting.

Click [here](#) to read the entire article.

---

This is an attorney advertisement. Your receipt and/ or use of this material does not constitute or create an attorney-client relationship between you and Spilman Thomas & Battle, PLLC or any attorney associated with the firm. This e-mail publication is distributed with the understanding that the author, publisher and distributor are not rendering legal or other professional advice on specific facts or matters and, accordingly, assume no liability whatsoever in connection with its use.

Responsible Attorney: Eric W. Iskra, 800-967-8251