



News & Analysis Report

The following publications were posted on March 18, 2020. For a full listing of Littler's publications, please visit the [News & Analysis](#) section on [Littler.com](#).

ASAPs

Senate Approves Paid Sick Leave, Family Medical Leave Expansion; Bill Expected to Become Law

On March 18, 2020, the U.S. Senate approved House-passed legislation responding to the COVID-19 pandemic. The bill will now be sent to the president, who is expected to sign it into law. Of direct interest to the business community, this new law includes requirements for specified employers to provide emergency paid sick leave, as well as emergency paid leave under the Family and Medical Leave Act. [Learn More](#)

Governments of Canada and the United States Announce They Will Close the Border Between the Two Countries for Non-essential Travel

On March 18, 2020, the governments of Canada and the United States announced they will be closing the border between the two countries for all non-essential travel. [Learn More](#)

The Netherlands: Emergency Fund Bridging Employment Replaces the Working Time Reduction Scheme

As previously discussed, the coronavirus outbreak has led to an abundance of employer applications to the Ministry of Social Affairs and Employment for permits to reduce their working hours (Werktijdverkorting, or WTV). On March 17, 2020, however, the cabinet revoked the WTV program. The new temporary measure Emergency Fund Employment Bridging ("NOW") replaces the WTV. [Learn More](#)

Insights

Strategies for California Employers to Supplement Employee Wages Through Public Benefits

In light of the recent coronavirus pandemic, many businesses will inevitably be forced to reduce employees' hours and thus their compensation. As a result, employees may be eligible to file for partial unemployment benefits. There are, however, a number of other potential

options available to employees in the Golden State. [Learn More](#)

Puerto Rico Agencies Issue Guidance Clarifying Executive Order on COVID-19 Shutdown and Curfew Measures

In the wake of Governor Wanda Vázquez-Garced's March 15, 2020 Executive Order (EO 2020-023) enacted to facilitate the private and public closings necessary to combat the effects of the coronavirus and control the risk of contagion, there has been much confusion within the private business sector regarding its scope and exceptions. The state of confusion was exacerbated by statements the Governor made during press conferences, which seemed to contradict the text of the EO and police mobilization to ensure compliance with its terms. To this end, on March 15 and 17, the Puerto Rico Bureau of Telecommunications, the Puerto Rico Department of Economic Development and Commerce, the Puerto Rico Tourism Company, and Puerto Rico Treasury Department, issued an Administrative Order, Circular Letters, and an Internal Revenue Informative Bulletin, respectively, meant to provide some clarification. [Learn More](#)

The Intersection of COVID-19 and Leave Laws: An FAQ for U.S. Employers

COVID-19, declared a pandemic by the World Health Organization, has infected individuals in every state in the U.S. Not surprisingly, the impacts of COVID-19 permeate large facets of everyday life, and the workplace is no exception. Most employers are familiar with the federal Family and Medical Leave Act, Americans with Disabilities Act and any relevant state or local paid sick leave laws applicable to their worksites. But there are other, lesser-known laws potentially implicated amid the COVID-19 crisis, including kin care laws, quarantine measures, and laws that apply when a state declares a public emergency. [Learn More](#)

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