

September 2020

Resources

Labor & Employment Podcast Series

The Labor & Employment Podcast Series was developed from all the webinars and articles the L&E lawyers at Burr have created over the past few months.

In Episode 3 of the podcast series, [Amy Wilkes](#) and [Nina Maja Bergmar](#) discuss the COVID-19 litigation trends they've been seeing, the types of potential lawsuits employers may face, and what employers can do to prepare for and/or avoid litigation.

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Take 5 Immigration Podcast Series: Updates on Land Border Crossings Between U.S.-Canada and U.S.-Mexico and USDOS Clarifies Visa Entry Ban

Episode 8 of the Take 5 Immigration Podcast Series provides updates on two issues we have discussed before. The first issue is land border crossings between U.S.-Canada and U.S.-Mexico, and the second issue is an update regarding the U.S. Department of State providing clarification on visa entry ban (H, L, and J visas).

The podcast is hosted by Burr partner [Melissa Azallion](#), from the firm's Hilton

Head Island office.

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"A Guide to the New FMLA Forms," SHRM Online

Greenville partner [Jim Gilliam](#) discussed the recently revised Family and Medical Leave Act (FMLA) forms from the Department of Labor (DOL) in an August 17, 2020 [article](#) for the *Society of Human Resource Management*.

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SBA Issues New PPP Rules for Owner-Employees and Related Party Rents

The Small Business Administration ("SBA") recently issued a new interim final rule clarifying whether paycheck protection program ("PPP") loan proceeds may be used for certain payroll and non-payroll costs and remain eligible for forgiveness, notwithstanding earlier guidance or uncertainty. Generally, PPP loans may be forgiven so long as used for a borrower's payroll costs (generally, all compensation, capped at \$100,000 on an annual basis, plus benefits) and certain mortgage interest, rent and utility expenses.

This article was authored by [Jennifer Leaphart](#).

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Take 5 Immigration Podcast Series: Blanket L Visa Update

Episode 9 of the Take 5 Immigration Podcast Series discusses the two types of L visas, the different types of L visa processes, and how employers and employees can be prepared for blanket L adjudications in today's immigration world.

The podcast is hosted by Burr partner [Melissa Azallion](#), from the firm's Hilton Head Island office.

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Webinar: Burr Morning Show Friday, September 25 9:00 CST/ 10:00 EST

Do you have questions related to FMLA, FFCRA and ADA? [Submit your questions](#) and chat with our attorneys as we host a virtual Q&A session. Co-hosted by [Emily Mack](#), [Stephen Price](#) and [Nina Maja Bergmar](#). For more information and to register, click [here](#). Attendees are encouraged to submit their questions by Thursday, September 24th to [Katie Berry](#).

Whether related to business operations, your employees, or potential legal implications, our team can help provide solutions and counsel with perspective from a wide range of legal service areas from food and beverage, health care, and cybersecurity to immigration, labor and employment and insurance coverage.

Stay up to date with the latest COVID-19 resources on our [CORONAVIRUS RESOURCE CENTER](#).

Headlines

[DOL Orders Employers to Properly Pay Remote Workers](#)

(Source: *HR Dive*, 2020-09-02)

[COVID-19 Wreaking Havoc on Employers' Medical Cost Calculations](#)

(Source: *Healthcare Dive*, 2020-09-11)

[Up to Half of Temporary Layoffs, Furloughs Could Become Permanent](#)

(Source: *USA Today*, 2020-08-27)

[Wage Theft Worsens as Recession Grows Deeper](#)

(Source: *The New York Times*, 2020-09-03)

Union Membership Declined to 14.6 Million, 10.3% of All Workers

(Source: *Chicago Sun-Times*, 2020-09-07)

Most Companies Considering Flexible Work Post-Pandemic

(Source: *HR Dive*, 2020-08-27)

Through 'Time to Vote,' Companies Urge Workers to Get to Polls

(Source: *Reuters*, 2020-09-07)

Burr & Forman Coronavirus ("COVID-19") Resource Center



Burr & Forman is dedicated to serving as your trusted business partner to advise and address the unique challenges your industries are now faced with. Whether related to business operations, your employees, or potential legal implications, our team can help provide solutions and counsel with perspective from a wide range of legal service areas from food and beverage, health care, and cybersecurity to immigration, labor and employment and insurance coverage. We have created this [Coronavirus Resource Center](#) to update you on the latest legal issues surrounding the evolving COVID-19 crisis.



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