

July 2020

Spotlight

Wrongfully Convicted of Murder, Tennessee Board of Parole Recommends Adam Braseel to be Exonerated

On June 24, 2020, The Tennessee Board of Parole voted unanimously to recommend that Gov. Bill Lee exonerate Adam Braseel, who spent a dozen years in prison for a killing he's always maintained he did not commit.

Following a nearly seven-hour hearing led by Nashville partner [Alex Little](#) and associate [Zack Lawson](#), the Tennessee Board of Parole voted unanimously to recommend that Governor Bill Lee exonerate Braseel.

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New Supreme Court Ruling Allows Religious Employers to Exempt Birth Control from Health Care Coverage

On July 8, 2020, the Supreme Court ruled that employers may exclude coverage for birth control from their health plans based upon moral or religious objections to contraception.

This article was authored by [Logan Hinkle](#).



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State-by-State Face Mask Requirements

More and more states and counties are requiring their residents to wear face masks, and some states are even requiring employers to provide masks to their employees. This summary provides the status of face mask requirements in all states as of July 13, 2020.

This article was authored by [Seokwon Lee](#).

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President, Congress Extend Application Period for PPP Loans

On July 4, President Trump signed into law a bill extending the period during which borrowers can apply for paycheck protection program ("PPP") loans from June 30 to August 8. The PPP loan program is part of the governmental response to the adverse economic impact of the COVID-19 pandemic upon small businesses.

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

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DOL Cracks Open the Door for Private Equity in 401(k) Plans

The U.S. Department of Labor (the "DOL") recently released an information letter that concludes, if certain conditions are met, a plan fiduciary will not violate his fiduciary duties under the Employee Retirement Income Security Act of 1974, as amended ("ERISA") by offering a "professionally managed asset allocation fund with a private equity component as a designated investment alternative for an ERISA covered individual account plan."

This article was authored by [Jon Nason](#).

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PPP Borrowers Can Apply for Forgiveness Early

In a recent interim final rule, the Small Business Administration ("SBA") clarified that borrowers of paycheck protection program ("PPP") loans could apply for loan forgiveness prior to the end of a borrower's covered period if the borrower had already used all the PPP loan proceeds. Generally, a borrower's covered period is either 8 weeks, if the borrower obtained the PPP loan prior to June 5, 2020 and chooses not to use the longer 24-week period, or 24 weeks, in the case of any other borrowers, from the date of loan disbursement.

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

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Latest Executive Order Restricts Work Visas

On June 22, 2020, President Trump issued a Presidential Proclamation restricting foreign nationals from entering the United States on certain temporary work visas. Just two months earlier, on April 22, 2020, the [administration temporarily suspended](#) the entry of most foreign nationals seeking to enter the United States as Lawful Permanent Residents (also known as Green Card holders).

This article was authored by [Melissa Azallion](#), [Anna Scully](#), [Nina Maja Bergmar](#), and [Jon Eggert](#).

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President Amends Proclamation to Tighten Restrictions on Certain Classifications of Non-Immigrants

As discussed in our [previous post](#), the White House recently issued a Presidential Proclamation restricting foreign nationals from entering the United States on certain temporary work visas.

This article was authored by [Melissa Azallion](#), [Anna Scully](#), [Nina Maja Bergmar](#), and [Jon Eggert](#).

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Immigration Update: New Restrictions For International Students

The Student Exchange Visitor Program (SEVP) announced July 6, 2020 that the flexibility granted to nonimmigrant students in F-1 or M-1 status to continue their studies online due to the COVID-19 crisis will be modified for the fall 2020 semester.

This article was authored by [Melissa Azallion](#), [Anna Scully](#), [Nina Maja Bergmar](#), and [Jon Eggert](#).

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Firm News

Upcoming Speaking Engagements

Greenville partner [Jim Gilliam](#) will present on anti-discrimination and succession planning to the Oconee SHRM membership on August 6.

Headlines

[EEOC Says Employers Can't Force COVID-19 Antibody Tests](#)

(Source: *ABC News*, 2020-06-18)

[New Rule Makes Worker Cancellation of Union Dues Easier](#)

(Source: *GovExec*, 2020-07-08)

[NLRB Overturns Making Employers Bargain Before First Contract](#)

(Source: *Jurist*, 2020-06-24)

[EEOC Announces Pilot Program that Would Change Mediation Process](#)

(Source: *Bloomberg Law*, 2020-07-07)

[As More Americans Work from Home, Cyber Criminals Boost Efforts](#)

(Source: *The Hill*, 2020-07-05)

[Survey Finds Employees Want Combination of Work from Home, Office](#)

(Source: *ZDNet*, 2020-07-07)

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



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