



# Labor & Employment

**D&G** | DAVIS & GILBERT LLP

## Remote Employees, COVID Vaccines and Diversity, Equity & Inclusion:

Recent Legal Developments and Best Practices

The past year has significantly altered the workplace and left many employers scrambling to address major legal and cultural changes during an uncertain time. While the COVID-19 pandemic required many employers to convert to virtual workplaces, with employees spread out across the country, the remote work environment continues to present a host of compliance and legal issues, including wage and hour considerations, disability accommodations, and how to address complaints and concerns that arise from this new remote work environment. In addition, the political climate led employers to hone in on furthering diversity, equity and inclusion initiatives.

### *focusing on*

- » Best practices and compliance considerations for a remote workforce, including expense reimbursement, wage and hour requirements, disability accommodations, complying with legal obligations in new jurisdictions and privacy concerns
- » Preventing digital harassment and conducting internal investigations in the virtual workplace
- » Considering the implications of the COVID-19 vaccination and what policies to implement when transitioning back to the office
- » Recent trends in diversity, equity and inclusion in hiring and retention, and how to further those goals while mitigating against legal risk
- » Recent developments and key considerations for benefit plans in 2021 and beyond, including changes in the stimulus package passed in December 2020

Our **L&E Quick Takes** will address trending issues like:

*Paid sick and family leave updates*

*Pay equity and pay-data reporting*

*Restrictive covenants updates*

### *Benefits & Compensation Round Up*

- » Increased flexibility for cafeteria plans as a result of the pandemic and related plan amendments
- » HIPAA considerations for COVID-19

## *Davis & Gilbert Speakers*

**David Fisher**

*Counsel*

Labor & Employment

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**Sharon Cohen**

*Associate*

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**Gabrielle White**

*Associate*

Benefits & Compensation

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**RSVP to the Seminar**  
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### **EVENT DETAILS:**

*Thursday,*  
**FEBRUARY 3**

**Time:**  
2:00 p.m. - 3:30 p.m. (EST)

**Location:**  
Webinar

### **WHO SHOULD ATTEND:**

This webinar is tailored for c-suite and senior management, in-house counsel as well as human resource professionals. This program has been approved in accordance with the requirements of the New York State Continuing Legal Education Board for a maximum of 1.5 credit hours in Areas of Professional Practice. It will also be appropriate for both newly admitted and experienced attorneys.

**Legal and HR CLE Credits Available**

1.5 hours

**Cost:**  
Complimentary

### **Questions:**

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