



Resources for Employers – May 18, 2020

As states continue to roll back stay-at-home orders and companies begin to plan on how they will return to the workplace, businesses are looking at federal, state, and local laws to determine how they should proceed. The HR Policy Association, a close ally of NAW, has compiled a memorandum of key laws to be aware of in the midst of the COVID-19 pandemic. The memorandum covers the following subjects:

- Occupational Safety and Health Act
- National Labor Relations Act
- Fair Labor Standards Act & State Compensation Laws
- Workers' Compensation
- Age Discrimination in Employment Act
- Americans with Disabilities Act
- Title VII
- Federal Family and Medical Leave Act
- Privacy Laws
- Employee Retirement Income Security Act
- State and Local Scheduling laws

NAW members may find this information useful as you begin to plan for your own re-opening.

To view the executive summary, go to:

<https://www.naw.org/wp-content/uploads/2020/05/ExecSum.pdf>

To read the entire memorandum, go to:

<https://www.naw.org/wp-content/uploads/2020/05/MEMO.pdf>