

# The Paley Rothman Blog

Paley Rothman shares this library of resources with clients and friends of the firm to help them stay ahead of legal and business developments and trends. Here, you will find helpful tips and tools written by our attorneys. The information in the blogs and articles is not a substitute for legal advice and should not be relied on as such. Should you have any questions or want legal advice, please contact the attorney who wrote the blog or article.

## **D.C. GREATLY EXPANDS ELIGIBILITY FOR UNPAID LEAVE & UNEMPLOYMENT BENEFITS**

The D.C. Council this week passed sweeping legislation that seeks to ensure that D.C. residents unable to work because of the COVID-19 emergency are covered by existing leave and/or unemployment benefits.

## **FEDERAL GOVERNMENT REQUIRES SMALL BUSINESSES TO PROVIDE PAID LEAVE DURING COVID-19 OUTBREAK**

Businesses with less than 500 employees are required to provide paid leave to employees who cannot work due to an employee's (or their family member's) quarantine or diagnosis of COVID-19. Businesses will also need to provide paid leave if an employee cannot work due to the employee's need to care for a child whose school or child care center has been closed.

## **EMPLOYEE ELIGIBILITY FOR FMLA BENEFITS INCLUDES TIME WORKED FOR AN EMPLOYER THROUGH STAFFING AGENCY**

A temp-to-perm (temporary to permanent) hire created a costly error for an employer under the FMLA. Employees working through a staffing agency are considered "joint employees" of both the staffing agency and the secondary employer under the FMLA.

## **MARYLAND'S NEW ORGAN AND BONE MARROW DONATION LEAVE – HAVE YOU UPDATED YOUR POLICIES TO COMPLY?**

Effective October 1, 2019, employers with 15 or more employees in the state of Maryland must provide eligible employees with leave to serve as organ or bone marrow donors.

## **EMPLOYERS MUST COMPLY WITH THE FMLA WHEN EVALUATING TIME-OFF REQUESTS TO ATTEND SCHOOL IEP MEETINGS**

The U.S. Department of Labor recently issued an Opinion Letter clarifying that an employee who has a child with a serious medical condition is entitled to take leave under the Family and Medical Leave Act so that the parent can attend a school meeting to discuss that child's Individualized Education Program.