



Return to Work Plan: Not Business As Usual

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About PilieroMazza

PilieroMazza – a business law firm – serves as a strategic partner to government contractors and commercial businesses from across the United States.

We deliver results for our clients by implementing legal and business solutions that take the client’s best interests into consideration. Moreover, PilieroMazza’s efficient operational structure and lean approach to staffing matters translates into competitive pricing for our clients, while providing the highest standard of client service and legal acumen.

PilieroMazza is privileged to represent clients in the following areas:

- Audits & Investigations
- Business & Corporate Law
- Cybersecurity & Data Privacy
- False Claims Act
- Government Contracts Law
- Mergers & Acquisitions
- Intellectual Property & Technology Rights
- Labor & Employment Law
- Litigation & Dispute Resolution
- Native American Law
- Small Business Programs & Advisory Services
- Private Equity & Venture Capital

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Nichole Atallah counsels clients in a broad range of employment matters, including compliance with Title VII, ADA, ADEA, FLSA/wage and hour, FMLA, wrongful termination, and reduction in force. She advises clients in general business matters, including interpreting and drafting employee compensation and benefit arrangements, confidentiality, non-compete and non-solicitation agreements, as well as separation agreements.

Ms. Atallah has substantial experience assisting government contractors with FAR Part 22 compliance, including the Davis Bacon Act, the Service Contract Act, and Equal Employment Opportunity requirements specific to government contractors. Additionally, she has advised tribally-owned entities on unique labor and employment issues, including Native American preferences, sovereign immunity questions, and Title VII jurisdiction.

Sarah Nash



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Sarah Nash advises clients on a wide variety of labor and employment issues including the Fair Labor Standards Act, the National Labor Relations Act, Office of Federal Contract Compliance Programs regulations, anti-discrimination law, and whistleblower law. She provides employers counsel regarding terminations, non-disclosure agreements, personnel issues, wage and hour issues, and employment practices and policies. Ms. Nash has also advised tribally-owned entities on unique labor and employment issues, including Native American preferences, sovereign immunity questions, and Title VII jurisdiction.

Ms. Nash has litigated cases before federal and state courts, including representing clients at arbitration, administrative proceedings, and mediation. She has participated in litigation in a number of practice areas, including labor and employment, administrative procedure, constitutional law, trademark law, and appellate practice.

About BOOST

At BOOST, we exclusively serve GovCons – and we’ve seen it all: sequestration, fiscal cliff, elections and federal uncertainty.

We help clients navigate complicated compliance issues and win business. We perform the time-consuming, back office functions of running a business so our clients can focus their time and energy on the things they do best.

Specifically, we help clients in the following areas:

- **Accounting:** We can fully manage your accounting functions or provide expert-level support when you need a hand.
- **Contracts:** We know how to write, review and negotiate government-compliant contracts.
- **Recruiting and Sourcing:** We provide recruiting support for technical, corporate and highly cleared positions.
- **Human Resources:** BOOST can lead the HR functions for your growing company. Or use BOOST to extend your current team. It’s like phoning a friend when you need expert advice.
- **Strategic Pricing:** BOOST helps you evaluate and pursue each opportunity so you’re positioned to win.

Stephanie Alexander



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Stephanie Alexander is CEO and Founder of BOOST LLC (Back Office Organizational Support Team). In this role, she links the different aspects of business, providing customized accounting, contracts, HR, recruiting and strategic pricing services, to meet the specific needs of growing government contractors (GovCon). BOOST has grown to 50+ consultants serving over 125 GovCons. In addition to leading BOOST, Stephanie provide strategic planning and executive coaching support to clients.

In late 2015, Stephanie co-founded gov**mates**, a free business development tool for the GovCon community. gov**mates** is a proprietary database of small and emerging GovCons, all of which seek teaming partners to bid on opportunities. gov**mates** takes a formulaic and methodical approach to matching large government contractors to small business teaming partners based on the specific criteria desired. To date, gov**mates** has facilitated over 25,000 matches.

Mary Holmes



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Mary Holmes is a Senior HR Specialist with BOOST LLC where she provides strategic guidance and HR support to her clients. She is a highly accomplished and progress-driven professional with extensive track record of success directing multifaceted HR operations for small and large organizations in diverse industries across many states in the US and internationally. Mary's experience includes designing effective policies/procedures, aligning corporate objectives with individual goals, and enhancing personnel relations/morale. She is a trusted business partner, advisor, and contributor to senior leadership teams with exceptional assessment, mediation, and conflict resolution skills.

Overview

- As states begin to reopen, and employees start going back into the workplace, there are important questions employers need to keep in mind.
- Today we will be outlining the specific considerations companies will need to make to safely and legally recall their workforce and identifying potential legal potholes along the way.
- While there is no one-size fits all approach, there are important considerations that will apply no matter the state or industry.

Question

- We have employees in several states, in our own office and on our government customer's site (including a military base). What guidelines should we follow in terms of who goes back when?

Question

- What guidelines do we tell our employees to follow?

Question

- What are best policies to have in place BEFORE employees go back?

Question

- What if someone has COVID-19? What are my reporting obligations and to whom?

Question

- What if employees don't want to go back, but your customer is requiring a return to work?

Question

- Are there additional contractual obligations companies may need to keep in mind, especially for government contractors?

Questions?



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