



Teleworking in a COVID-19 Environment: Your Questions Answered

Nichole Atallah

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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:

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- Business & Corporate Law
- Cybersecurity & Data Privacy
- False Claims Act
- Government Contracts Law
- Mergers & Acquisitions
- Intellectual Property & Technology Rights
- Labor & Employment Law
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- Native American Law
- Small Business Programs & Advisory Services
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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.

Employer Considerations in Allowing Telework

- OMB Guidance Urging Agency Flexibility for Contractors
- Be Flexible and Think More Broadly
- Communicate with the Contracting Officer
- Equipping Employees

Changes to Existing Policies

- Special Guidelines for Unique Circumstances
- Flexible Schedules for Parents and Caretakers
- When Employees are Ill
- Having a Written Policy

The Policy

- Positions eligible
- Requests
- Return to work information
- Data protection
- Reporting structure
- Policy compliance and deliverable expectations
- Notification of illness

Legal Considerations and Risks

- Wage and Hour Concerns
- Discrimination and Disparate Treatment
- Worker Compensation
- ADA, FMLA, Sick Leave
- Data Privacy

Keeping the Team Together

- Communication is key
- Finding ways to connect to the team
- Consider a “buddy” system

Questions?



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