

# Legislative Update

*Week in Review*

October 23, 2020

# Monday, October 19

- Optimism abounds!
- Nancy Pelosi & House Democrats are in close consultation with Treasury and the White House.
- Mitch McConnell & (most) Senate Republicans are calling for fiscal responsibility and stand opposed to large stimulus plans; Call for “targeted” relief.



# Tuesday, October 20

- Senate Republicans put forward a standalone \$500 billion 2nd round of PPP Loans.
- Democrats stop that bill from going forward saying it is “too little, too late.”



# Wednesday, October 21

- Senate Republicans put forward a \$500 billion “skinny” stimulus bill.
- Democrats recognize this bill as the same one they blocked in September and promptly block it again.
- Republicans Senators focus on confirming judge Amy Coney Barrett to the Supreme Court.





# Thursday, October 22

- Republican Senators move confirmation of judge Amy Coney Barrett to the Supreme Court out of committee, likely vote on Monday.
- President Trump is applying pressure to Senate Republicans to get behind a large stimulus deal before the election.
- “I’m pretty happy. I think we have a prospect for an agreement. I do not believe that our timetable has come and gone,” Pelosi said on MSNBC.
- Some Republicans in the Senate indicate that they would be willing to compromise on a stimulus deal in order to bring some good news home to their constituents before the election.



# What's ahead?

- Mitch McConnell may decide not to even bring any bills from the House up for a vote.
- It's possible a vote is held after the election (in which case, Nancy Pelosi has noted legislation would be retroactive to November 1st.)
- It's possible a quick vote in the House is followed by a quick vote in the Senate and is then followed by what President Trump said would "take two minutes to sign."
- The election is in 11 days - November 3rd, 2020



# State-by-State Guidance

*Update!*

Source: <https://www.huschblackwell.com/state-by-state-covid-19-guidance>

# North Carolina

- Phase 3 of lifting easing COVID-19 related restrictions extended until November 13, 2020.

- Large outdoor venues with seating greater than 10,000 may operate with 7% occupancy for spectators.
- Smaller outdoor entertainment venues, like arenas or amphitheaters, may operate outdoors at 30% of outdoor capacity, or 100 guests, whichever is less.
- Movie theaters and conference centers may open indoor spaces to 30% of capacity, or 100 guests, whichever is less.
- Bars may operate outdoors at 30% of outdoor capacity, or 100 guests, whichever is less.
- Amusement parks may open at 30% occupancy, outdoor attractions only.
- The limits on mass gatherings will remain at 25 people indoors and 50 people outdoors.
- The 11 p.m. curfew on alcohol sales for in-person consumption in locations such as restaurants and outdoor bars will be extended to October 23.



# Tennessee

- Executive Order 63 extends the COVID-19 related state of emergency until 10/30 but restrictions on businesses and gathering sizes has been removed.
- Local governments may impose mask requirements.

- Persons with COVID-19 or COVID-19 symptoms are required to stay home and employers may not require or allow employees with COVID-19 or COVID-19 to work;
- Persons are urged to wear masks while in close proximity to others;
- Social distancing from those outside of the household is strongly suggested; and
- A framework for safely visiting nursing homes and long-term care facilities.

# Tennessee

- October 1 - Nashville/Davidson County moves into Phase III of reopening.

- Bars and restaurants can now welcome up to 100 patrons per floor, plus 100 more outside;
- large events can include up to 500 people or 30% of the venue's capacity with an approved safety plan from Metro Public Health Department; and
- "Transpotainment" vehicles will be allowed to permit up to 25 people, or half capacity, whichever is lower.

# Tennessee

- \$50 million in Coronavirus Relief Funds awarded to Supplemental Employer Recovery Grant program.
- Applications open from 10/7-12/29.
- Awards capped at \$30,000.
- Eligible costs:

- Costs to create social distancing measures
- Purchasing personal protective equipment for employees or customers
- Contactless equipment
- Payroll expenses
- Mortgage interest

# Florida

- September 25 - Governor DeSantis' executive order 20-244 effectively ends COVID-19 related restrictions.
  - Any establishment with a food license cannot be limited to less than 50% capacity.
  - Any attempt to limit capacity to less than 100% must quantify the economic impact and explain the necessity for public health.
  - The order suspends the collection of any fines or penalties associated with COVID-19 regulations.



# Florida

- The mayors of Miami-Dade County, Broward County, and Palm Beach have issued several orders and emergency declarations in the month of October.
- Please check out the following link for updated county-by-county information:  
<https://www.huschblackwell.com/florida-state-by-state-covid-19-guidance>

# Texas

- October 14 - Governor Abbott issued an executive order allowing Texas counties to opt-in to reopen bars and restaurants at 50% capacity.

- Dance floors at bars and similar establishments must remain closed;
- All patrons must be seated while eating or drinking (with limited exceptions for sampling at breweries, distilleries, and wineries);
- All patrons must wear masks when they are not seated at a table;
- Tables must be limited to 6 individuals or less; and
- Establishments must follow specific curfew guidelines.

# Virginia

*New Pregnancy Accommodation Law*

Virginia Senate Bill 712 amended the Virginia Human Rights Act (VHRA) to require covered employers to reasonably accommodate the known limitations of an employee as it relates to pregnancy, childbirth, or related medical conditions, unless such an accommodation would impose an undue hardship on the employer.



Covered employers =

Those “employing five or more employees for each working day in each of 20 or more calendar weeks in the current or preceding calendar year.”

The law requires covered employers to engage in a timely, good faith interactive process with employees who request an accommodation to determine if the accommodation is reasonable and, if not, to discuss alternative accommodations that the employer may provide. The law states that reasonable accommodations may include, but are not limited to, the following:

- temporary transfer to a less strenuous or hazardous position
- assistance with manual labor
- job restructuring
- a modified work schedule
- light duty assignments
- leave to recover from childbirth.
- more frequent or longer bathroom breaks
- breaks to express breast milk
- access to a private location other than a bathroom for the expression of breast milk
- acquisition or modification of equipment or seating

By no later than October 29, 2020, employers are required to provide employees with information concerning “(i) the prohibition against unlawful discrimination on the basis of pregnancy, childbirth, or related medical conditions and (ii) an employee’s rights to reasonable accommodation for known limitations related to pregnancy, childbirth, or related medical conditions.”

The information must be:

- posted in a conspicuous location;
- included in employee handbooks;
- provided directly to new hires at the start of their employment; and
- provided directly to pregnant employees within 10 days of when the pregnant employee notifies the employer of the pregnancy.

We will post on our Covid page!

We are answering your questions live on the air right now.

Please submit questions through the **Q&A function**,  
*not the chat option* at the bottom of your screen.





# *Questions?*

Please email:

[questions@dominionpayroll.com](mailto:questions@dominionpayroll.com)



As requirements change and laws are passed, we will update you as soon as possible.

*Don't forget to wash your hands!*

