COVID-19 LEGAL ISSUE COMPENDIUM
APRIL 28, 2020 EDITION
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COVID-19: 
SUMMARY OF KEY ISSUES

On a daily basis, Morgan Lewis lawyers are advising on the full range of legal, regulatory, and commercial issues that are continuing to impact businesses globally during these unprecedented times. Information changes by the day, and often by the hour. Governments globally are making policy, regulatory, and legislative changes frequently.

Our readers are encouraged to check our website’s Resource Center regularly for our latest updates: We are monitoring developments around the world closely so that we can keep you updated through webinars and publications. Our Resource Center publications and webinars are listed by topic.

Full details of our upcoming webinars, together with recordings of our webinars held to date, are available here. The latest edition of our US federal and state government actions is available here.

Throughout the crisis, and as we begin to emerge, workforce issues, government finance options, supply chain disruption, data privacy concerns, and tax implications have been, and will continue, dominating. You may also face specific challenges, such as healthcare provider issues, life sciences protocols, energy and environmental industry ramifications, and changing financial services regulation and policy.

This Compendium brings together in one place an overview of both business management and industry-specific issues challenging executives and in-house legal teams around the world. Links to our publications are embedded so that you can find experienced Morgan Lewis lawyers who would be happy to discuss any of these issues and how we can work together to support you and your business, wherever and whenever these challenges arise.

This publication covers resources published as of April 24, 2020.
GOVERNMENT PROGRAMS AND CONTROL

Governments globally have launched programs to support businesses during the COVID-19 crisis.

I. BUSINESS RELIEF PROGRAMS

UNITED STATES:

Our Resource Center publications and webinars focusing on the United States.

CARES Act: Paycheck Protection Program Provides Small Business Loans to Support Employees
April 24, 2020
The US Congress on April 23 passed the Paycheck Protection Program and Health Care Enhancement Act (Enhancement Act), which expanded funding for the existing PPP.

- CARES Act – Substantial Relief and Substantial Risk
  April 22, 2020 (updated April 24, 2020)
  The unprecedented funding programs under the Act also create substantial risk. Enforcement provisions in the Act show that the government intends to closely monitor and oversee management of the relief funds.

- Fintechs and the Paycheck Protection Program – Lending Comes with Opportunities and Risks
  April 22, 2020
  The US Senate approved an additional $310 billion in funds for the PPP on April 20, and the House of Representatives is expected to approve these additional funds within days. As fintech companies accelerate their participation in the re-funded program, it is important to remain aware of the liability risks of doing so.

- Can Private Equity or Venture Capital–Owned Small Businesses Obtain Paycheck Protection?
  April 6, 2020
  For private equity and venture capital portfolio companies, additional analysis is required to determine whether they can obtain CARES Act aid. This LawFlash analyzes such companies’ ability to successfully apply for and receive relief.
Paycheck Protection Program – Advice for Borrowers and Lenders
April 3, 2020
Both borrowers and lenders need to be aware of issues arising from a new US government loan program for small businesses relative to existing capital structures, although some guidance also is not yet available. Both borrowers and lenders may also request negotiations of various terms.

CARES Act: Economic Impact and Relief for Nonprofits and Tax-Exempt Organizations (Webinar Recording)
April 20, 2020
This webinar provides an overview of these CARES Act aid requirements for nonprofits, charitable organizations, and tax-exempt organizations.

Economic Injury Disaster Loans
April 14, 2020
The Act has expanded the Small Business Administration’s Disaster Loan Program, providing greater access to funds for small businesses affected by the COVID-19 crisis.

Treasury and Federal Reserve Loan Programs
April 13, 2020
Through the Main Street Lending Program, PPP Liquidity Facility, Primary and Secondary Market Corporate Credit Facilities, Term Asset-Backed Securities Loan Facility and the Municipal Liquidity Facility, the Department of Treasury and the Federal Reserve are providing up to $2.3 trillion in loans to support the US economy during the COVID-19 crisis.

Access to Bankruptcy Courts in the Wake of COVID-19
April 2020
US bankruptcy courts are perhaps uniquely positioned to adapt to the exigencies of the COVID-19 crisis. Courts readily accommodated remote appearances and electronic filings before the pandemic, making them well equipped to transition quickly to implement additional tools and strategies to ensure continued, though remote, judicial access.

UNITED KINGDOM, EUROPE, AND MIDDLE EAST

Our Resource Center publications and webinars focusing on the United Kingdom, Europe, and Middle East.

REGULATORY OVERSIGHT

UNITED KINGDOM: UK Government Launches New Loan-Guarantee Program for UK Businesses
April 20, 2020
The UK government launched a new loan-guarantee program intended to plug the gap by providing loan guarantees for medium and large businesses that were not covered by the two earlier UK loan-guarantee programs related to COVID-19.
UNITED KINGDOM: COVID-19: Light-Touch Administration — What Is It and How Does It Work?
April 24, 2020
A number of UK insolvency trade association bodies and professionals are advocating for the use of what is known as a light-touch administration for companies in financial distress as a result of the COVID-19 pandemic.

UNITED KINGDOM: Practical Considerations for UK Companies’ Annual General Meetings
April 22, 2020
In light of the UK government’s lockdown measures and the COVID-19 pandemic, there are key issues that English public companies should consider for their annual general meetings (AGMs) while awaiting further legislation and flexibility.

FRANCE: Legal Measures in Various Fields
April 13, 2020
The French government has been adopting a series of legal measures in response to the coronavirus pandemic. In addition to measures relating to the holding of municipal elections and sanctions for breaches of the confinement regime that has been in force since March 17, the government also took measures that affect French business and legal proceedings before the French courts in a variety of ways.

GERMANY: Federal Law to Provide Some Relief to Businesses, Customers
March 30, 2020
A new law in Germany aims to benefit consumers and microenterprises by protecting the loss of essential services in the form of temporary deferrals of contractual obligations and loans during the COVID-19 pandemic.

RUSSIA: Russia COVID-19 Response: State Support for Large Businesses
April 6, 2020
Russia’s state support for Russian businesses amid the unprecedented consequences of the COVID-19 pandemic has so far been focused primarily on small and midsized businesses. This LawFlash examines the measures that Russia is taking or considering to support larger businesses coping with COVID-19.

RUSSIA: Russian Courts Face Limitations Due To Covid-19
April 23, 2020
Russian courts introduced certain measures to prevent the coronavirus (COVID-19) spread. Affected parties should take these measures into consideration when developing their litigation strategies.

ASIA-PACIFIC:

Our Resource Center publications and webinars focusing on Asia-Pacific.

HONG KONG: Hong Kong Monetary Authority — Liquidity Buffer Supervisory Expectations
April 7, 2020
As the outbreak of COVID-19 continues, the Hong Kong Monetary Authority has introduced a number of initiatives to further support small-to-medium enterprises. These initiatives include enhancements
to standby liquidity facilities, including that banks may temporarily operate with a lower liquidity ratio and defer the implementation of certain aspects of Basel III.

**INDIA:** [COVID-19 in India: Lockdown Guidelines Revised](#)
April 22, 2020
The nationwide lockdown in India in response to the COVID-19 pandemic has been extended until May 3. The Indian government has permitted the operation of certain additional business activities from April 20 onward.

**JAPAN:** [Update on Emergency Policies in Japan](#)
April 10, 2020
The Japanese government declared a state of emergency with respect to seven prefectures on April 7. The government also has issued emergency policies in response to the COVID-19 pandemic, including the Emergency Economic Measures for New Coronavirus Infectious Disease Control.

**SINGAPORE:** [Extension of ‘Circuit Breaker’ Measures, More Affordable SME Loans, R&D Updates](#)
April 22, 2020
Recent updates from Singapore amid the COVID-19 pandemic include elevated restrictions on what businesses are considered essential, a new facility for more affordable loans for small and medium-sized enterprises, and new research and development work.

**SINGAPORE:** [Singapore Regulators Announce Measures to Support Business](#)
April 15, 2020
The Singapore Ministry of Law has issued an order summarizing alternative arrangements during the COVID-19 global pandemic for convening, holding, conducting, or deferring general meetings, while the Singapore Exchange Regulation Pte. Ltd. has introduced measures to support listed companies by suspending entry onto the Financial Watch-List and enhancing the share issue limit for companies listed on the Mainboard.

**KAZAKHSTAN:** [Emergency Measures](#)
April 13, 2020
The government of Kazakhstan has introduced several emergency measures to stabilize the country's economy and help businesses. This LawFlash discusses some of those measures, including tax incentives and extended grace periods for loans, among others.

II. **REGULATORY OVERSIGHT**

Developing Global Regulation and Policy
Financial regulators across the world are continuing update guidance and policy. The United States, United Kingdom, Hong Kong, China, and Japan are just some examples.

**United States:** [US Regulatory Relief and Related Effects on Markets and Participants](#)
**United Kingdom:** [SM&CR And Covid-19: UK Regulators’ Expectations](#)
**Hong Kong:** [Hong Kong Monetary Authority – Liquidity Buffer Supervisory Expectations](#)

**China:** [Asset Management Association of China Gives Guidance on Private Funds Amid Coronavirus](#)

**Japan:** [Covid-19’s Impact on Filings to Japan’s Kanto Local Finance Bureau](#)

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**Practical Considerations for UK Companies’ Annual General Meetings**

*April 22, 2020*

In light of the UK government’s lockdown measures and the COVID-19 pandemic, there are key issues English public companies should consider for their AGMs while awaiting further legislation and flexibility.

**Maybe We’ll Just See You Next Year: Shareholder Meetings and Proposals Amid COVID-19**

*April 24, 2020*

In response to COVID-19 pandemic, the US Securities and Exchange Commission’s Corporation Finance Division and Investment Management Division have issued guidance to assist companies in making changes to the format of its shareholder meetings, the way in which companies accept shareholder proposals, and the timing of Form 10-K corporate governance and compensation disclosures that are all adaptive to the changing times. Additionally, various states have loosened the restrictions around annual shareholder meetings. This LawFlash gives an overview of this guidance and relief.

**COVID-19 Market Volatility: NASDAQ Provides Temporary Relief from Certain Listing Requirements**

*April 20, 2020*

The Nasdaq Stock Market has temporarily suspended the continued listing bid price and market value of publicly held shares listing requirements for its issuers through June 30, 2020. This relief, effective immediately, provides issuers with additional time to regain compliance with the bid price and/or market value of publicly held share requirements.

**COVID-19: FINRA, SEC, and State Relief and Guidance for Broker-Dealers**

*April 20, 2020*

FINRA, the SEC and US state securities regulators recognize the significant impact of the COVID-19 pandemic on broker-dealers, investors, and other stakeholders, and have provided important guidance and relief to broker-dealers on how to meet some of these challenges.

**SEC Statement Focuses on Underlying Public Policy**

*April 16, 2020*

The SEC has issued a statement to stress the importance of disclosure and highlighted its role in the United States’ effort to foster a meaningful, responsible increase in economic activity. Public companies should take a careful look at the impact of these circumstances on their disclosure obligations under federal securities laws.
SEC Guidance for Disclosure
March 25, 2020
The SEC announced on the morning of March 25 the extension of filing periods covered by previously enacted conditional reporting relief for certain public company filing obligations, and provided current views regarding disclosure considerations and other securities law matters related to the COVID-19 crisis.

CARES Act: Compliance
April 14, 2020
While the Act makes borrowers primarily responsible for demonstrating loan eligibility under the Small Business Administration’s PPP, lenders must also ensure compliance with the Act’s terms for both loan eligibility and forgiveness.

FEMA Issues Rules Prohibiting Exports of Personal Protective Equipment Needed for US Response to COVID-19
April 15, 2020
FEMA exercised the authority recently granted to it by executive orders and pursuant to the Defense Production Act to regulate and redirect respirators, surgical masks, gloves, and other personal protective equipment (PPE) designated as scarce or threatened materials that are prepared for export. FEMA and CBP will work together to identify “commercial quantities” of these items to be redirected for domestic use.

SM&CR and COVID-19: UK Regulators’ Expectations
April 7, 2020
The UK Financial Conduct Authority and Prudential Regulation Authority have published statements setting out their expectations of dual-regulated and solo-regulated firms on their senior managers and certification regime requirements in the context of COVID-19. They intend to provide flexibility to firms where they can and have made specific provisions in light of COVID-19.

Council of the European Union Publishes Slot Waiver to Help Airlines
March 31, 2020
The Council of the European Union announced on March 30 that the European Union has suspended the airport slot requirements until October 24. The slot requirements require airlines to use at least 80% of their slots in order to be guaranteed usage of those slots in the following year.

III. CONSUMER AND FORBEARANCE PROTECTIONS

Key Takeaways: Federal, State Emergency Actions Affecting Residential and Commercial Real Estate
April 16, 2020
In response to the current COVID-19 pandemic, federal, state, and local governments have taken various actions to limit or prohibit foreclosures and evictions during the public health emergency. Some of these actions also require forbearance in the enforcement of mortgage loans and leases.
**IRS Releases REMIC and Trust Relief Guidance for COVID-19 Emergency-Related Mortgage Forbearance and Modifications**

*April 15, 2020*

The Internal Revenue Service (IRS) on Monday, April 13 issued welcome relief to the securitization industry, providing that certain forbearances and related modifications to mortgages will generally not cause real estate mortgage investment conduits (REMICs) and other securitization vehicles to lose their special tax status if such modifications arise from new programs/procedures created by the Act or by similar programs/procedures to address the COVID-19 emergency.

**FHFA Announces Four-Month Limit to Servicer Advances for CARES Act Forbearance; Fannie Mae and Freddie Mac Will Purchase Qualified Loans in Forbearance**

*April 24, 2020*

The Federal Housing Finance Agency (FHFA) announced on April 21 that servicers’ obligation to advance scheduled monthly payments for Fannie Mae and Freddie Mac (the Enterprises) backed single-family mortgage loans in forbearance will be limited to four months. After the four-month period, the Enterprises will stand ready to take over advancing payments to investors in mortgage-backed securities.

**California Executive Orders Provide Consumer and Commercial Relief During COVID-19**

*March 31, 2020*

In response to the COVID-19 pandemic, California Governor Gavin Newsom has issued two executive orders that place temporary restraints on the ability of landlords to evict residential tenants, authorize local governments to halt residential and commercial evictions, and call on banks and other financial institutions to suspend residential and commercial foreclosures and related evictions.

**New Jersey Governor Announces Mortgage Payment Relief, Financial Protections for Residents**

*March 31, 2020*

In response to the COVID-19 pandemic, New Jersey Governor Phil Murphy has announced an initiative whereby participating financial institutions will provide mortgage forbearance and financial protections for New Jersey residents facing economic hardship as a result of COVID-19.

**New York Executive Orders Temporarily Limit Bank, Mortgage Servicer, and Landlord Remedies**

*March 25, 2020*

In response to the COVID-19 crisis, New York Governor Andrew Cuomo has issued two executive orders that place temporary restraints on the ability of banks, residential mortgage servicers, and landlords to exercise remedies under certain agreements, mortgages, and leases.

**Environmental Compliance and Enforcement**

*March 27, 2020*

The US Environmental Protection Agency announced a temporary policy regarding its enforcement of certain environmental legal obligations in an effort to protect workers and the public.
IV. TAX RELIEF

UNITED STATES

CARES Act: Tax Considerations for Business and Individuals (Webinar Recording)
April 22, 2020
The Coronavirus Aid, Relief, and Economic Security Act (CARES Act) provides a $2 trillion economic stimulus and contains many major tax changes to help businesses and individuals. This webinar will discuss major modifications to net operating losses (NOLs), technical corrections of the Tax Cuts and Jobs Act (TCJA), and changes on business interest deductions (Section 163 (j)).

IRS and PBGC Postpone Tax Day for Many Employee Benefit Plan Filings
April 17, 2020
The Internal Revenue Service and Pension Benefit Guaranty Corporation have extended the due dates for certain federal returns and payments.

CARES Act – Tax Relief and Enhancing Liquidity for Employers (Webinar Recording)
April 16, 2020
We discuss how businesses can obtain cash tax benefits based on recent relief provisions concerning payroll tax credits and deferrals for eligible employers, the deferral of federal and state income tax payments, and the availability of tax refunds due to tax law changes under the Act.

IRS Issues Cross-Border Tax Guidance on Travel Disruptions from COVID-19 Emergency
April 24, 2020
The Internal Revenue Service and the US Department of the Treasury released two Revenue Procedures and a new FAQ on April 21 to provide relief to US residents and alien individuals affected by travel disruptions due to the COVID-19 emergency.

100 Payroll Tax and Fringe Benefit Questions for the IRS on COVID-19 Measures
April 17, 2020
Are these the questions that you and your colleagues are tackling, debating, and looking for Treasury and the IRS to answer?

$2 Trillion Stimulus Bill Brings Major Tax Changes
March 27, 2020
The Act provides a $2 trillion economic stimulus and contains many major tax changes to help businesses and individuals.
UNITED KINGDOM, EUROPE, AND MIDDLE EAST

Updates to Value-Added Tax Aspects of UK Initiatives for Businesses Amid COVID-19
April 6, 2020
HM Revenue & Customs has made available further details to the UK government’s March 20 announcement on a series of initiatives, including a valued-added tax deferral, to support British businesses in the face of the COVID-19 pandemic.

German Tax and Related Relief Measures
March 24, 2020
The COVID-19 outbreak has led the German federal government to take an unprecedented series of protective and supportive measures, which will be reflected in the federal budget and in subsidies to be paid directly to companies, small companies, self-employed entrepreneurs, and employees in need to safeguard their liquidity and economic existence during the crisis.

V. GOVERNMENT ORDERS TO COMPEL PRODUCTION AND SUPPLY

Government Mandatory Orders of Company Products and Services During COVID-19 Emergency
March 23, 2020
The US government can compel companies to sell its products to the government under the Defense Product Act of 1950 (DPA).
Global businesses are responding to labor and employment issues impacting their workforce around the world, while flexing to law and regulatory changes that are often specific to the countries or states in which they do business. Our labor and employment lawyers around the world are well placed to support you in managing workforce issues globally.

I. HEALTH AND SAFETY

**Supplying Face Coverings and Respirators to Essential Employees**
April 21, 2020
Employers are facing issues relating to shortages of respirators and nonsurgical face coverings. The ever-evolving local, state, and federal regulatory landscape, coupled with these shortages, has sent employers scrambling, and these issues are particularly heightened due to public misconception about the differences between respiratory protection for employees exposed to hazards such as the COVID-19 versus nonmedical face coverings for use by the general public.

**OSHA Guidance Marks Dramatic Shift in Enforcement Focus Amid COVID-19 Pandemic**
April 20, 2020
The US Department of Labor’s (DOL’s) Occupational Safety and Health Administration (OSHA) issued an interim enforcement response plan for COVID-19 that allows field offices flexibility and discretion in handling COVID-19–related complaints, referrals, and illness reports.

**OSHA Reminds Employers: Antiretaliation Provisions Still Apply**
April 16, 2020
OSHA released a statement on April 8 reminding employers that they cannot retaliate against workers who report unsafe or unhealthy working conditions during the COVID-19 pandemic.
II. EMPLOYMENT PROTECTIONS

UNITED STATES

Implications of Labor Initiatives During the Coronavirus Crisis: An Inside-the-Beltway Perspective (Webinar Recording)
April 23, 2020
The first of a five-part webinar series focusing on labor management relations during a pandemic.

CARES Act: Unemployment Insurance (Webinar Recording)
April 17, 2020
The Act increases unemployment compensation benefits for those eligible for state unemployment insurance and expands the scope of individuals eligible to access such benefits.

Unemployment Benefits in the CARES Act
April 7, 2020
In three new Unemployment Insurance Program Letters, the DOL issued guidance to state workforce agencies to implement the unemployment provisions in the Act. The guidance has several important aspects for employers.

Remote Working in a Time of Pandemic (Webinar Recording)
March 23, 2020
Employers’ moves to remote working arrangements in response to the COVID-19 emergency have raised numerous compliance questions and practical issues. Join us for a webinar outlining considerations and best practices for employers seeking to manage these challenges.

Workforce Change in a Time of Pandemic (Webinar Recording)
March 23, 2020
A webinar covering the legal and practical considerations associated with potential workforce change as a result of COVID-19.

UNITED KINGDOM, EUROPE, AND MIDDLE EAST

UNITED KINGDOM: COVID-19: The Top 10 Questions Facing UK Employers (Webinar Recording)
April 23, 2020
In this 60-minute webinar we discuss the 10 most pressing employment law and human resources questions for UK employers on managing employees during and after the COVID-19 lockdown.

UNITED KINGDOM: Furlough Developments: Legal Framework Published for UK Coronavirus Job Retention Scheme
April 20, 2020
The UK government issued a Direction to HMRC on April 15 and published updated guidance on the Coronavirus Job Retention Scheme on April 17. Most notable was the amended date that employees must have been on their employer’s payroll to qualify for the scheme, which has been brought
forward from February 28, 2020 to March 19, 2020, allowing a larger number of employees to benefit. The Chancellor has also extended the scheme until the end of June 2020 (previously due to terminate on May 31).

**UNITED KINGDOM:** [COVID-19 Developments for UK Employers: Coronavirus Job Retention Scheme, Annual Leave Carryover](#)  
**March 30, 2020**  
The UK government gives employers much-needed clarity about how the scheme will work in practice, as well as details on the permitted carryover of annual leave.

**UNITED KINGDOM:** [UK Postpones Off-Payroll Working Rules (IR35) Reforms Until 2021](#)  
**March 19, 2020**  
Chief Secretary to the UK Treasury Stephen Barclay announced in the House of Commons on March 17 that the government’s imminent off-payroll working rules (IR35) reforms in the private sector will be postponed until April 6, 2021. The chief secretary explained that the decision to defer the reforms had been taken in view of the ongoing spread of COVID-19 to help businesses and individuals.

**FRANCE:** [Guide to French Government’s Social Measures in Response to COVID-19](#)  
**April 3, 2020**  
The French government has recently published a large number of texts and recommendations to help deal with the COVID-19 pandemic. This guide brings together the various texts and recommendations published in the field of social law in order to give companies an overview of the mechanisms available to them.

**FRANCE:** [COVID-19: French Government Allows Derogations from Labor Law by Ordinance](#)  
**March 27, 2020**  
A French public health emergency bill authorizes the government to derogate from certain legal and regulatory provisions by means of ordinances in order to deal with the economic, financial, and social consequences of the COVID-19 pandemic.

**FRANCE:** [Facing Coronavirus in France: Focus on Partial Unemployment](#)  
**March 13, 2020**  
The French government has enabled expedited procedures for employers to facilitate partial unemployment during the COVID-19 outbreak and has slightly increased the hourly employment allowance.

**RUSSIA:** [Moscow Further Restricts Work and Travel During Mandatory Downtime](#)  
**April 14, 2020**  
In response to the COVID-19 pandemic, Russia has introduced nonworkdays through April 30, 2020 to keep people at home. The nonworkdays are mandatory for all employers with limited exemptions. On April 2, President Vladimir Putin authorized the heads of subjects of the Russian Federation (Russia’s constituencies) to provide further exemptions or stricter rules depending on the epidemiological situation in a particular territory.
RUSSIA:  COVID-19: Rules on Working in Russia During Mandatory Downtime

April 9, 2020

In response to the COVID-19 pandemic, Russian President Vladimir Putin asked people to stay at home and introduced nonworking days, initially from March 30 to April 3 and recently extended to April 30.

UNITED ARAB EMIRATES:  Workforce Issues in a Time of Pandemic Guidance for UAE Employers Responding to COVID-19 (Webinar Recording)

March 31, 2020

As the COVID-19 pandemic rapidly evolves, employers are looking for resources to protect their people and their businesses. Join us for a webinar covering the legal and practical considerations associated with potential workforce change in the United Arab Emirates as a result of COVID-19.

ASIA-PACIFIC

CHINA:  Update for Employers on COVID-19 in the People’s Republic of China

April 6, 2020

As the number of COVID-19 infections has diminished in the People’s Republic of China (PRC), everyday life has been evolving slowly to bring employers and employees closer to the pre-COVID-19 working environment. However, schools still remain closed (with no official date set for their reopening) and large public gatherings are still prohibited. That said, while the PRC government has eased the overall pandemic prevention and control measures, employers should be aware of many new regulations at both the national and local levels to address the myriad employment issues that have arisen.

JAPAN:  Japan Declares State of Emergency – What Does It Mean for Employers?

April 14, 2020

Shortly after the announcement that the 2020 Summer Olympics would be delayed until Summer 2021, the Japanese government on April 7 announced a state of emergency for Tokyo and six prefectures (Kanagawa, Saitama, Chiba, Osaka, Hyogo, and Fukuoka) in light of the COVID-19 pandemic. This LawFlash answers key questions about employers’ obligations to their employees during the state of emergency and provides an overview of the government subsidies currently available.

Kazakhstan:  COVID-19 in Kazakhstan: The Labor Code and Employers’ Actions During the State of Emergency

April 24, 2020

The Labor Code of the Republic of Kazakhstan, No. 414-V, dated 23 November 2015 (the "Labor Code") provides employers with the right to take certain actions towards employees in connection with the state of emergency in the country that was declared in response to the COVID-19 pandemic.
III. IMMIGRATION

Country-by-Country Guidance for Global Employers
April 13, 2020
Governments have introduced travel restrictions, temporarily suspended flights, imposed mandatory home isolation measures, and suspended services for some immigration procedures, as well as closed some government agencies. For employers looking to move essential employees globally, and/or repatriate them to their home countries, we’ve compiled a list of current immigration updates to consider.

US Imposes Temporary Ban On Issuance of Green Cards Overseas
April 23, 2020
President Donald Trump signed a proclamation on April 22 suspending entry into the United States of certain groups of immigrants who would otherwise be eligible to enter the United States as permanent residents. There are a number of significant exceptions to this new policy, including for temporary workers and individuals currently in the United States. Here is what the restrictions mean for employers.

Covid-19 in Kazakhstan: Government Resolution in Certain Immigration Issues
April 23, 2020
In connection with the current national state of emergency, Republic of Kazakhstan Prime Minister Askar Mamin signed Resolution of the Government No. 220 on Certain Issues of Entry into (Exit from) the Republic of Kazakhstan and the Stay of Immigrants in the Republic of Kazakhstan on April 17, suspending the effect of certain norms of the law providing visa-free travel regime for citizens of specific countries.

Impact to Travel Between the United States, Canada, and Mexico
March 25, 2020
Recent updates include temporary travel restrictions for land ports of entry to the United States, temporary restrictions on nonessential travel to Canada, and similar restrictions on entry into Mexico. These restrictions may be expanded at any time.

H-1B Workers – Unpaid, Nonproductive Time and Terminations During the COVID-19 Crisis
March 27, 2020
Frequently asked questions to help employers understand the legal ramifications of furloughs and terminations of H-1B workers in light of the COVID-19 outbreak.

Form I-9 & E-Verify Compliance in a Time of Remote Work and Telecommuting
March 16, 2020
Questions for employers to consider with regard to Form I-9 compliance.
UK Home Office Announces New Immigration Guidance for Those Affected by COVID-19
March 25, 2020
The UK Home Office has issued further guidance for individuals who are currently in the United Kingdom and unable to return to their home countries due to COVID-19, as well as for individuals applying for UK visas outside the United Kingdom.

Global Travel: India
April 8, 2020
With increasing cases of the coronavirus in India, travel restrictions have been expanded and lockdown has been implemented to contain the spread of the virus within the country.

IV. PREPARING FOR THE RETURN

Reopening the Workplace: A Preliminary Guide for Employers
April 16, 2020
As jurisdictions contemplate lifting pandemic-related workplace restrictions, employers must start considering how best to cope with a vast array of issues, including restarting or expanding operations, reintegrating remote-working or furloughed employees, implementing new US state and local orders/requirements, and protecting the safety of employees and customers.
LITIGATION CONCERNS AND RISK MITIGATION

I. DATA PRIVACY

Germany: Federal Data Protection Commissioner Supports Voluntary Data App
April 16, 2020
Germany is debating whether apps related to the coronavirus pandemic would be useful, what they should cover, and what the ramifications would be under applicable data protection law.

GDPR: Temporary Suspension of Data Protection Rights
March 9, 2020
The EU’s GDPR allows the temporary suspension of some data-protection rights. Here, we discuss the nature of those suspensions and how the need to address the ongoing health crisis is being balanced with data-protection rights in Italy, France, and Germany.

II. INSURANCE COVERAGE

State Insurance Regulators and Legislators Respond to COVID-19
April 17, 2020
Insurance regulators across the United States have enacted emergency regulations, issued administrative guidance, and requested carriers to take certain actions to try to address the financial impact of the COVID-19 pandemic on individuals and businesses.

Business Interruption Insurance
April 1, 2020
Regulatory and legislative authorities are taking actions, in the form of directives and orders, that could directly impact companies’ business interruption coverage. A review of insurance policies and insurers’ responses can assist in preserving companies’ rights to coverage. See also our Webinar.

Events Cancellation Insurance
April 14, 2020
For companies forced to postpone or cancel live events during the COVID-19 pandemic, event cancellation insurance may serve as a way to protect assets and mitigate losses.
III. Competition and Antitrust

CMA Issues Guidance on UK Merger Assessments During COVID-19
April 24, 2020
New guidance from the UK Competition and Markets Authority warns that it will not relax its substantive or evidentiary standards for merger investigations during the COVID-19 pandemic. Statutory deadlines will not be altered, although aspects of investigations may be subject to delay, and the authority will continue to impose interim measures. The authority also set out its position on mergers involving “failing firms,” indicating some flexibility in its interpretation of the counterfactual test.

The Antitrust Division and FTC Issue Statement on COVID-19 and Labor Market Competition
April 14, 2020
The joint statement recognizes that while the COVID-19 pandemic offers businesses an opportunity for procompetitive collaboration and benefits, it also increases significant risk of anticompetitive conduct in the labor market. Here are some issues and factors that businesses should consider to mitigate antitrust risk as the Antitrust Division and Federal Trade Commission continue to consider enforcement actions for antitrust violations.

US Antitrust Laws: Investment Guidance for Deals, Dealmakers Amid Economy’s Inevitable Rebound
April 13, 2020
US antitrust laws already on the books facilitate rapid investment without government delay: important practical tools and rules for dealmakers and their counsel in the wake of the COVID-19 pandemic and the current economic challenges.

EU Commission Approves £50 Billion UK ‘Umbrella’ State Aid Scheme During Pandemic
April 7, 2020
The European Commission has approved a £50 billion (EUR 57 billion) “umbrella” UK state aid scheme to support small and medium-sized enterprises and large corporates in the United Kingdom affected by the COVID-19 outbreak. The umbrella scheme was approved on April 6, 2020, under the State Aid Temporary Framework, as amended.

European Commission Further Relaxes Rules on Investment Aid to Firms Amid COVID-19
April 6, 2020
The European Commission revised its Temporary Framework for State Aid to support the economy during the COVID-19 pandemic, allowing investment aid to companies involved in the fight against the pandemic, as well as new forms of operating aid for companies in severely impacted sectors or regions.
IV. INTELLECTUAL PROPERTY

COVID-19 Related IP Office Closures and Extensions Around the Globe
April 17, 2020
As governments around the world work to stem the COVID-19 pandemic, intellectual property (IP) offices in jurisdictions around the globe are temporarily closing and/or extending deadlines.

IP Rights: Has COVID-19 Made You a Government Contractor? What You Need to Know About April 13, 2020
As the federal government seeks innovative solutions from a broader group of suppliers to respond to the COVID-19 pandemic, new or nontraditional contractors will want to familiarize themselves with the IP rights associated with different contracting vehicles and circumstances. New government contractors will want to be sensitive to rights concerning their IP so that they do not convey greater rights to the government than they intend.

Trade Secrets: Protecting Trade Secrets During Shelter-in-Place
April 3, 2020
Given the number of employees and independent contractors working remotely, it is a good time for companies to reassess their trade secret policies and remind all personnel of their obligations to maintain and protect the confidentiality of company information. This is the time for companies to reassess their trade secret policies and remind all personnel of their obligations to maintain and protect the confidentiality of company information.

Patents: Possible Patent Infringement Risk for Companies Making COVID-19 Equipment Without DPA Contracts
April 2, 2020
With each passing day, more US companies are voluntarily rising to answer the president's call to manufacture facemasks, ventilators, and other critical COVID-19 protective equipment, but, without a government contract, they may not be exempt from patent infringement liability. Companies should take certain precautions to minimize their potential exposure and liability to a patent infringement claim.

V. REAL ESTATE

Real Estate: Federal, State, and Local Government Actions
April 16, 2020
In response to the current COVID-19 pandemic, federal, state, and local governments have taken various actions to limit or prohibit foreclosures and evictions during the public health emergency. Some of these actions also require forbearance in the enforcement of mortgage loans and leases.

Leasing Considerations
March 27, 2020
Tenants and landlords should consider whether certain provisions such as force majeure, frustration of purpose, and/or impracticability of performance can protect them under current or proposed leases.
VI. **BANKRUPTCY**

**US Bankruptcy Courts Offer Extraordinary Relief Amid COVID-19**
April 22, 2020
Bankruptcy courts have implemented procedures to allow the ongoing—albeit virtual—administration of bankruptcy cases.

**Access to Bankruptcy Courts and Federal Stimulus in the Wake of COVID-19**
April 2020
The article, published by Insol International, discusses how the courts are operating during the pandemic and bankruptcy-related stimulus measures.

VII. **SHAREHOLDER ACTIVISM**

**Impact of COVID-19 on Shareholder Activism (Webinar Recording)**
March 27, 2020
Shareholder activism may be impacted as global financial markets continue to experience unprecedented levels of volatility, and many companies have seen market capitalizations shrink.
INDUSTRY-SPECIFIC CONSIDERATIONS

I. ENERGY

The CARES Act: Key Takeaways for Energy Companies  
April 14, 2020 (Updated April 21, 2020)
The Act aims to offer economic relief to companies and their employees due to the COVID-19 pandemic in the United States. Although the Act does not expressly provide relief for energy companies, many of its provisions impact energy sector companies.

Essential Energy Workers Amid COVID-19  
April 21, 2020
US Department of Homeland Security’s Cybersecurity & Infrastructure Security Agency (CISA) guidance has expanded the scope of essential critical infrastructure workers.

Critical Infrastructure Workers: Possible Documentation to Authorize Travel During Restrictions  
March 25, 2020
Recent guidance was issued from the US Department of Homeland Security.

NRC Staff Issues Guidance for Exercising Enforcement Discretion During COVID-19 Pandemic  
April 24, 2020
The US Nuclear Regulatory Commission (NRC) Staff issued SECY-20-0034 on April 22, informing the NRC Commissioners of the Staff’s plan to exercise enforcement discretion for licensee noncompliance with regulatory requirements resulting from illnesses or other factors caused by the COVID-19 public health emergency (PHE). The Staff’s approach applies to all classes of licensees and provides long-awaited guidance on the subject of enforcement discretion.

NRC Considering Expedited Review of Certain Part 20 Exemption Requests  
April 20, 2020
US Nuclear Regulatory Commission regulations require licensees to maintain a respiratory protection program.

NRC Guidance: Dispositioning Violations for Security Personnel Amid COVID-19  
April 17, 2020
The NRC’s Office of Enforcement (OE) provided guidance to NRC inspection staff for exercising enforcement discretion for licensees impacted by the COVID-19.
**NRC Guidance on Exemptions from Part 26 Work-Hour Controls**  
*April 9, 2020*  
The NRC has issued temporary staff guidance for coronavirus-related Part 26 exemption requests.

**OSHA Reminds Employers: Antiretaliatiion Provisions Still Apply**  
*April 16, 2020*  
OSHA released a statement on April 8 reminding employers that they cannot retaliate against workers who report unsafe or unhealthy working conditions during the COVID-19 pandemic.

**Nuclear Reactors: New Reporting Guidance from NRC**  
*April 10, 2020*  
The NRC provided guidance on reporting requirements in light of the COVID-19 pandemic.

**Regulatory Relief for Radioactive Material Licensees During COVID-19 Pandemic**  
*April 7, 2020*  
The NRC outlined how licensees might seek relief from certain regulatory requirements as a result of the COVID-19 pandemic.

**FERC Defers Implementation of Certain Cybersecurity and Operational Reliability Standards**  
*April 21, 2020*  
The Federal Energy Regulatory Commission (FERC) agreed to defer implementation of certain cybersecurity and operational reliability standards administered by the North American Electric Reliability Corporation (NERC) that had important compliance milestones later this year.

**FERC Grants Regulatory Relief, Commits to Exercise Prosecutorial Discretion**  
*April 3, 2020*  
The FERC announced the plan to assist regulated entities in managing enforcement- and compliance-related burdens during the COVID-19 pandemic.

**PHMSA Notice to Operators: Stay of Enforcement and Enforcement Discretion for Certain Requirements Due to COVID-19**  
*March 27, 2020*  
The Pipeline and Hazardous Materials Safety Administration (PHMSA) issued a notice to operators stating that PHMSA does not intend to take any enforcement action with respect to operator qualification (OQ) and control room management (CRM) requirements, and will consider exercising enforcement discretion regarding certain drug testing requirements.
II. **FINANCIAL SERVICES**

**BANKING**

CARES Act Provisions Impacting the Banking Sector  
April 7, 2020
The Act offers broad-based economic support for companies contending with the disruptions caused by the COVID-19 pandemic. This LawFlash provides a comprehensive overview of the aid that is available to or directly affects banks and related companies.

CARES Act: Compliance  
April 14, 2020
While the Act makes borrowers primarily responsible for demonstrating loan eligibility under the Small Business Administration’s PPP, lenders must also ensure compliance with the Act’s terms for both loan eligibility and forgiveness.

CARES Act: Paycheck Protection Program Provides Small Business Loans to Support Employees  
April 24, 2020
The US Congress on April 23 passed the Paycheck Protection Program and Health Care Enhancement Act (Enhancement Act), which expanded funding for the existing Paycheck Protection Program.

COVID-19: Light-Touch Administration — What Is It and How Does It Work?  
April 24, 2020
A number of UK insolvency trade association bodies and professionals are advocating for the use of what is known as a light-touch administration for companies in financial distress as a result of the COVID-19 pandemic.

CARES Act: Advice for Borrowers and Lenders  
April 3, 2020
Both borrowers and lenders need to be aware of issues arising from a new US government loan program for small businesses relative to existing capital structures.

Fintechs and the Paycheck Protection Program – Lending Comes with Opportunities and Risks  
April 22, 2020
The US Senate approved an additional $310 billion in funds for the PPP on April 20, and the House of Representatives is expected to approve these additional funds within days. As fintech companies accelerate their participation in the re-funded program, it is important to remain aware of the liability risks of doing so.

IRS Guidance for Securitization Industry  
April 15, 2020
The Internal Revenue Service issued relief to the securitization industry, providing that certain forbearances and related modifications to mortgages will generally not cause REMICs and other
securitization vehicles to lose their special tax status if such modifications arise from new programs/procedures created by the Act or by similar programs/procedures to address the coronavirus emergency.

**Singapore: Monetary Authority of Singapore Measures for Financial Institutions to Focus on Supporting Customers**
*April 10, 2020*
As the outbreak of the coronavirus continues, the Monetary Authority of Singapore has introduced a number of initiatives to assist Singapore financial institutions in supporting their customers.

**Basel Committee Extends Deadlines for Uncleared Margin Requirements**
*April 9, 2020*
To help address market participants in the face of the COVID-19 crisis, the Basel Committee on Banking Supervision and the International Organization of Securities Commissions have provided a one-year extension to the fifth and sixth phases of the implementation schedule of the rules requiring margin for uncleared swaps.

**Effective Immediately: UK Government Increases ‘Prescribed Part’ from £600,000 to £800,000**
*April 6, 2020*
With effect from April 6, the UK government has increased the “prescribed part”—a portion of floating charge realisations that is set aside for unsecured creditors on a company’s insolvency—from £600,000 to £800,000.

**UK Government Announces Insolvency Law Reforms Due to COVID-19**
*March 31, 2020*
The measures include temporarily suspending wrongful trading liability for directors and implementing a new restructuring plan and moratorium to provide companies with a period to explore rescue options during the COVID-19 pandemic.

**HM Revenue & Customs to Get Preferential Status as of December 1, 2020**
*March 11, 2020*
With effect from December 1, 2020, the UK’s HM Revenue & Customs will be given preferential creditor status for certain taxes that a company has collected but failed to pay to HMRC on the date it enters insolvency. This was announced in the UK government’s 2020 budget on March 11, 2020, and the government has confirmed that legislation will be introduced in the Finance Bill 2020.

**INVESTMENT FUNDS**

**FINRA, SEC, and State Relief and Guidance for Broker-Dealers**
*April 20, 2020*
FINRA, the SEC and US state securities regulators recognize the significant impact of the COVID-19 pandemic on broker-dealers, investors, and other stakeholders, and have provided important guidance and relief to broker-dealers on how to meet some of these challenges.
COVID-19 Implications for Hedge Funds (Webinar Recording)
April 7, 2020
Hedge fund managers should consider—in addition to the potential economic exposure from unsteady financial markets—numerous risks to their business and the funds they manage from operational and other disruptions that may occur as a result of the global pandemic.

Regulation: SEC Maintains June 30 Compliance Deadline for Regulation Best Interest and Form CRS
April 2, 2020
Two orders from the SEC amended previous regulatory relief for certain investment advisers and investment funds affected by COVID-19, provided such investment advisers and investment funds with more time to satisfy certain filing and delivery requirements, and extended the relief from requirements to hold in-person board meetings.

SEC: Flexibility to Certain Open-Ended Funds and Insurance Company Separate Accounts
March 25, 2020
The SEC is providing increased flexibility to certain open-end funds and insurance company separate accounts, plus no-action relief to money market funds and their affiliates amid the COVID-19 pandemic.

Liquidity Issues: Temporary Changes Allowing Affiliates to Purchase Debt Securities from Mutual Funds
March 30, 2020
The staff of the SEC has given registered open-end management companies (mutual funds) an additional tool in the wake of the COVID-19 crisis to combat the potentially deleterious effects of dislocations in the debt markets.

III. HEALTHCARE

The CARES Act’s Impact on Healthcare Providers and the Healthcare Industry
March 30, 2020
The Act establishes mechanisms for relief that healthcare providers are anxious to access. This alert outlines those mechanisms.

April 24, 2020
US President Donald Trump signed the Paycheck Protection Program and Healthcare Enhancement Act (HR 266) into law on April 24. HR 266 appropriates $483 billion in new spending, including $321 billion for the Payment Protection Program, an additional $75 billion for the Public Health and Social Services Emergency Fund, and $25 billion to support expanded testing across the United States.
OSHA Guidance Marks Dramatic Shift in Enforcement Focus Amid COVID-19 Pandemic
April 20, 2020
OSHA issued an interim enforcement response plan for COVID-19, which allows field offices flexibility and discretion in handling COVID-19–related complaints, referrals, and illness reports.

Medicare Accelerated/Advanced Payment Program — Medicare Administrative Contractors Update Application Forms/Process, Health Law Scan
April 16, 2020
Not to be confused with the $100 billion in Provider Relief Funds established as grants to healthcare providers through the Act, Congress also broadened the access to the Medicare Accelerated/Advanced Payment Program (AAPP) as a tool to address financial concerns associated with reduced cash flow during the pandemic.

CARES Relief Fund Nourishes Ailing Healthcare Providers, but Can Be a Recipe for Future FCA Liability
April 15, 2020
Medicare providers that receive grant money under the CARES Act Relief Fund must pay close attention to the terms and conditions of the assistance and rigorously document how the funds are used in order to avoid potential future False Claims Act allegations.

FEMA Issues Rules Prohibiting Exports of Personal Protective Equipment Needed for US Response to COVID-19
April 15, 2020
FEMA exercised the authority recently granted to it by executive orders and pursuant to the DPA to regulate and redirect respirators, surgical masks, gloves, and other PPE designated as scarce or threatened materials that are prepared for export. FEMA and CBP will work together to identify “commercial quantities” of these items to be redirected for domestic use.

The Rise of Employee Activism and Public Shaming of Employers and How Unions Are Taking Advantage (Webinar Recording)
April 14, 2020
We discuss how healthcare workers are fighting back, union organizing in healthcare, and what unionized employers are facing and are legally obligated to do.

Stark Law and Anti-Kickback Statute Enforcement: For HHS, It’s Not Business as Usual
April 14, 2020
The US Department of Health and Human Services recently announced the use of blanket waivers for healthcare providers under the Stark Law, and its Office of Inspector General noted it would exercise enforcement discretion in imposing administrative sanctions related to such blanket waivers under the Anti-Kickback Statute.

EU Issues Temporary Business Cooperation Framework and First ‘Comfort Letter’ in Almost 20 Years
April 13, 2020
The EU Commission has provided antitrust guidance to companies cooperating in response to COVID-19, particularly in the health sector for critical hospital medicines and medical equipment,
and has also exceptionally issued a “comfort letter” on a cooperation project in the generic pharmaceuticals sector aimed at ensuring the supply of critical hospital medicines.

**PREP Act and Other Considerations for Hospitals Experimenting with COVID-19 Treatments (Webinar Recording)**
*April 7, 2020*
Our speakers address the different ways that research on novel treatments can be undertaken in the hospital setting, along with the regulatory considerations of those different approaches; the ways in which health systems might work with manufacturers to get access to experimental treatments; and the PREP Act, which provides tort liability protections for the use of covered countermeasures.

**Telehealth Amid COVID-19: What Providers Need to Know to Serve Their Patients**
*April 3, 2020*
The Centers for Medicare & Medicaid Services (CMS) released a stunning and far-reaching interim final rule to address COVID-19 crisis. The rule is a comprehensive set of policy changes designed to—almost overnight—shift the provision of healthcare services to Medicare beneficiaries from face-to-face care to remote care through telehealth.

**How Hospitals Can Balance Public Health Concerns, Patient Privacy in Responding to Coronavirus**
*March 9, 2020*
Guidance from the Office for Civil Rights and the Centers for Medicare and Medicaid Services reiterates that existing privacy laws and emergency preparedness standards provide an effective framework for providers during the COVID-19 outbreak.

IV. **LIFE SCIENCES**

**The CARES Act: Impact for Drug, Device, and Food Manufacturers and Suppliers**
*March 31, 2020*
The Act includes $11 billion in appropriations for vaccines, therapeutics, and other medical needs, and $34.9 billion supporting agriculture, rural development, the FDA, and related industries. Here we address the Act’s drug, device, and food product provisions, and outline the impact of those provisions on manufacturers and other affected parties.

**Workforce Issues Affecting the Lifesciences Sector (Webinar Recording)**
*April 9, 2020*
An overview of workforce issues that pharmaceutical industry employers are confronting during COVID-19.

**Healthcare Provider Updates: PREP Act and Other Considerations for Hospitals Experimenting with COVID Treatments**
*April 7, 2020*
Our COVID-19 Healthcare Provider Update Webinar Series addresses the evolving, unprecedented legal issues that arise from the COVID-19 pandemic.
FDA Notification and Supply Chain Issue  
April 1, 2020  
Companies should now notify FDA if they experience shortage in their supply chain.

EU Commission Provides Antitrust Guidance to Companies Cooperating in the Health and the Generic Pharmaceuticals Sector  
April 13, 2020  
The EU Commission will not tolerate coordination between businesses that seek to exploit the crisis as a cover for anticompetitive collusion.

V. RETAIL AND ECOMMERCE

Retail Companies and COVID-19 Impact (Webinar Recording)  
April 14, 2020  
Our panelists discuss relief provided by the Act to retail companies and additional areas of risk that should be carefully reviewed for any retail company resulting from the impact of COVID-19.

Retail Did You Know? CARES Act Provides Important Relief for Retail & Hospitality Companies  
April 3, 2020  
This edition of Morgan Lewis Retail Did You Know? examines how the Act impacts companies in the retail and hospitality sector, which has been severely impacted by the COVID-19 pandemic due to the government-mandated shutdown of “nonessential businesses” in some states, as well as the decrease in customer traffic given the uncertain economic climate. Companies in the retail and hospitality sectors should carefully consider the eligibility requirements for Act relief measures.

VI. SPORTS

Sports Organizations: Consider These Actions During and After COVID-19  
April 24, 2020  
The impact of the COVID-19 pandemic on the global sports industry and its affiliated sectors is substantial and unprecedented. Constructive stakeholder engagement at all levels is crucial to ensuring business continuity. Organizations should be cognizant that decisions made now will attract post-crisis scrutiny, and start planning for post-pandemic recovery and growth.

How Covid-19 Made Esports The ‘Only Game In Town’  
April 21, 2020  
By the second week of March, the National Basketball Association, National Hockey League, Major League Soccer, and Major League Baseball had suspended games due to the coronavirus (COVID-19) pandemic. The good news for those missing the rush from watching a competitive game is that not all sports are suffering from the same challenges. Esports, the now mainstream billion-dollar industry, is on its way to being the most resilient sport during these devastating times.
COVID-19: What’s Next for the English Premier League?
April 9, 2020
We explore some of the legal issues arising out of the current suspension of the 2019–20 season and the legal challenges the Premier League and its key stakeholders will be considering in relation to the prospect of a total cancellation.

VII. TECHNOLOGY

The CARES Act: Impact on the Technology Industry
April 3, 2020
The Act aims to offer economic relief to companies and their employees due to the COVID-19 pandemic in the United States. Many of the Act provisions impact the technology industry although the Act does not expressly provide industry-specific relief.

Outsourcing Service Providers and Service Agreements
March 30, 2020
Both service providers and customers find themselves under unique pressures and in unchartered circumstances testing the parameters and strengths of their solutions and business continuity plans.
SUGGESTED COVID-19 RESOURCES

Public, government, and educational institutions and NGOs around the world are continuing to publish guidance related to the crisis. Some examples include:

**American Bar Association (ABA): COVID-19 Task Force**
This resource is a source of information about COVID-19 and the delivery of legal services. It includes resources on remote service delivery, court access and rules changes, legal needs, public benefits programs, and pro bono mobilization.

**Cornell University: ILR & COVID-19 Information Hub**
This resource focuses on COVID-19 implications for work, employment, and labor, and is designed to serve as a resource to policymakers, workers and employers.

**Stanford University: Freeman Spogli Institute for International Studies**
This resource offers analysis and recommendations relating to the 2019 novel coronavirus from its experts.