

Royal Newsletter

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Reminder

We can provide you with our diversity certifications to demonstrate that you do business with a certified woman-owned company.

Check Out Our Blog

[Women In Labor](#)

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Firm News



The Royal Law Firm Welcomes Back Tanzania Cannon-Eckerle!

Attorney Tanzania Cannon-Eckerle has rejoined The Royal Law Firm full-time in a partner level position as Chief Legal and Administrative Officer.

Please join us in welcoming Tanzi back to Royal!

In the Community

Royal attorneys Tanzi Cannon-Eckerle and Jeremy Saint Laurent attended National Association of Minority and Women Owned Law Firms (NAMWOLF)'s Driving Diversity Leadership Conference in San Antonio, Texas from March 5-8, 2022.

The Royal Law Firm was honored to sponsor BusinessWest's annual Difference Makers Event. This event was held on March 24, 2022. The Difference Makers event is a celebration of individuals, groups, organizations, and families that are making a positive difference in the Pioneer Valley.

Employment Law Updates

Equal Employment Opportunity Commission Releases Guidance on COVID-Related Caregiver Discrimination

According to new guidance from the Equal Employment Opportunity Commission (EEOC), an employer is not allowed to discriminate against an employee who is a "caregiver" based on their employee's sex (including pregnancy, sexual orientation, or gender identity), race, color, religion, national origin, age, disability, or genetic information. Although it is not a protected class in it of itself, a "caregiver" is anyone over the age of 18 who provides care for another (i.e., relative, child, friend, etc.)

Employers do not have to excuse poor performance resulting from an employee's caregiving duties, so long as they do not inconsistently apply workplace discipline policies based on an employee's race, gender, national origin, etc.

Employers should also be sure to consult with outside counsel on individual state and local anti-discrimination and leave of absence laws. These may offer broader protections.

Employers, Prepare Yourself: OSHA to Begin Inspections to Ensure Compliance with COVID-19 Regulations

Over the next three months, the Occupational Safety and Health Administration (OSHA) intends to inspect healthcare facilities that have been issued Hazard Alert Letters to "verify and assess compliance actions taken" related to COVID-19 safety violations. A "healthcare facility" is any setting where an employee provides healthcare services or healthcare support services. Examples include hospitals, outpatient clinics, and private doctor's offices.

Although this initiative will not create any new obligations upon healthcare employers, the current Healthcare ETS remains in effect, obligating healthcare facilities to maintain records of employees who have been positive for COVID-19 and report all COVID-19 related hospitalizations and deaths.

OSHA will accept continued compliance with the Healthcare ETS as one method of satisfying employers' existing obligations under OSHA regulations.

Employers should remain cognizant of state and local vaccine mandates and other requirements that may impact COVID safety procedures. It is highly recommended that employers retain counsel to assess COVID-related safety measures to ensure full compliance with the latest OSHA regulations.

If your business has any questions about any labor and employment law matters, please contact the attorneys at The Royal Law Firm at (413) 586-2288.