

Sidney L. Gold & Associates P.C.

Employment Lawyers

February 2021 Newsletter

Philadelphia Happening Contest



Sidney L. Gold has once again been nominated for best attorney in the Philly 2021 Happening contest.

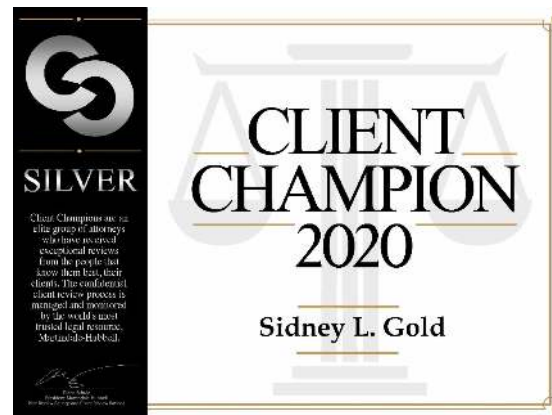
Help Sid secure his spot on the 2021 Philadelphia Happening List!

[Vote Here](#)

Recent Award

Sidney L. Gold Receives Martindale-Hubbell Client Champion Award

Martindale-Hubbell's new Client Champion awards recognize those attorneys who excel at service as affirmed by their clients. The awards, based on the quantity and quality of an attorney's Martindale-Hubbell client reviews, demonstrate an ongoing commitment to delivering excellent client service.



Wage and Hour Current Events

The Fair Labor Standards Act (FLSA) states that class actions will likely 'explode' in 2021. This is due to the following:

- **Wage and hour** litigation saw more class and collective actions

certified than any other area of employment law.

- This trend is likely to "explode" in 2021 with the arrival of a more worker-friendly U.S. Department of Labor.
- The U.S. Department of Labor is attempting to make wage theft a priority and to shift focus to a plaintiff-friendly agenda.
- Work from home arrangements drove litigation in 2020 and will continue to do so in 2021. Claims will relate to subjects involving telework, such as expense reimbursement and off-the-clock work.

If you have a wage and hour or overtime question, contact the legal team at ***Sidney L. Gold & Associates, P.C.*** Call **215-569-1999** to speak to one of our dedicated employment law attorneys or fill out an ***online form.***

COVID-19 Vaccines and Returning to Work

As COVID-19 vaccines become available, many employers have the right to require employee vaccinations. On Dec. 16, the Equal Employment Opportunity Commission (EEOC) confirmed that a COVID-19 vaccination requirement by itself would not violate the ***Americans with Disabilities Act*** (ADA). However, there are exceptions for potential concerns related to any disability a worker may have and for religious beliefs that prohibit vaccinations. Experts say that employers are more likely to encourage workers to get vaccinated rather than issue a company-wide mandate.



The EEOC suggests that if an employer finds that a worker who cannot be vaccinated due to a disability poses a risk to the workplace, the employer should make proper accommodations, such as wearing a mask, working from home, or working separately from other employees. The employer cannot exclude the employee from the job but can offer reasonable modifications that would reduce risk of exposure to others.

We understand how challenging it is to navigate ***work*** and the Coronavirus. If you have a question about COVID vaccines and the workplace, contact our skilled team of ***Philadelphia employment lawyers.*** Let us handle your case and ensure that your rights are protected. Call us today at **856-245-5735** or ***contact us online.***



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