



OVERVIEW

Now more than ever, clients need answers. Not theories, ideas or abstractions, or more panic — answers. Nobody has ever encountered anything like the COVID-19 pandemic, and its effects on everything from the businesses in which we work, the schools our children attend, to simply shopping for groceries. In this volatile, uncertain environment, there is no substitute for concrete, actionable thinking and clear direction. This has been our approach to the practice of law for over a century, and is not stopping anytime soon.

When the question is “What should I do?” our COVID-19 response team will provide interdisciplinary guidance and practical solutions on a how to approach the challenges that lie ahead:

LABOR & EMPLOYMENT

Employers are already addressing a multitude of workplace questions and concerns related to COVID-19 —including:

- Avoiding potential discrimination lawsuits
- Dealing with travel bans
- Handling paid time off/work from home policies for salary v. wage hour employees who must socially distance/isolate themselves.
- Planning for potential layoffs or furloughs

Our labor and employment attorneys stand ready to provide customized legal guidance, including emergency response plans, and develop remote work policies to help protect companies and their employees, and ensure business continuity during these uncertain times.

ICYMI (webinar): "Don't Panic, Be Prepared: Coronavirus and the Workplace"

ICYMI (webinar): "COVID Considerations for Employers – From Layoffs and Loans to Payroll and Paid Leave"

CLIENT ALERT: President Trump Issues Yet Another Proclamation, Suspends the Entry of Certain Immigrants into the United States

CLIENT ALERT: Getting Back to Business

CLIENT ALERT: Getting Back to Business (part 2)

REAL ESTATE

As COVID-19 continues to spread across the U.S., property owners, developers, and landlords, in particular, are confronted with a number of questions on balancing the safety of their tenants with the needs of their companies' bottom line. Specifically:

- Are landlords liable for any tenants that contract COVID-19?
- What responsibilities do landlords have towards tenants not infected with COVID-19?
- What obligations do landlords have to members of the public who enter their buildings who may be infected and expose others to infection?
- Can any of these liabilities be waived? Is indemnification a remedy?

Our experienced [real estate attorneys](#) can assist landlords in assessing their exposure to these issues under leases, contracts and related rules regarding their tenants/properties. We can work to prepare additional procedures for tenants, develop indemnification provisions for landlords regarding exposure on their premises, and identify other steps to mitigate the liability of owners resulting from this pandemic.

CLIENT ALERT: ZBA and L&I Review Board Extend Appeal Deadlines

CLIENT ALERT: COVID-19 and Your Land Use Approvals—Don't Delay Protecting Your Rights

CLIENT ALERT: Guidance for Ongoing Construction Projects in Philadelphia

CLIENT ALERT: Status of the Offices of the Recorder of Deeds

CLIENT ALERT: Changing Notarization Rules in a COVID-19 World

CLIENT ALERT: L&I Launches eCLIPSE

CLIENT ALERT: Update: Changing Notarization Rules in a COVID-19 World

CLIENT ALERT: COVID-19 Update on Status of Office of Recorder of Deeds

CLIENT ALERT: Update: New Jersey Governor Signs Bill Into Law to Allow For Remote Notary Acts

CLIENT ALERT: Update: PA Enacts Legislation Allowing For Remote Notarial Acts And Relief From Sunshine Act

CLIENT ALERT: Update: Construction Permitted to Resume on May 8th

CLIENT ALERT: Update: Construction Permitted to Resume on May 1st

CLIENT ALERT: Construction Activity in Philadelphia to Resume on Friday, May 1

Business & Finance

CLIENT ALERT: COVID-19: Small Business Relief Programs

CLIENT ALERT: COVID-19: How to Deal with Financial Distress – A Business Primer

CLIENT ALERT: Coronavirus Aid, Relief and Economic Security Act ("C.A.R.E.S.") Direct Benefits for Your Businesses

CLIENT ALERT: Update: Small Business Relief Programs

CLIENT ALERT: SBA Issues Final Interim Rule for Paycheck Protection Program Loans

ICYMI: Obermayer COVID-19 CARES Act Town Hall (Recording)

CLIENT ALERT: A Public Finance Solution: More Pandemic Relief May Be On The Way For Local Governmental Issuers and Nonprofits

CLIENT ALERT: COVID-19 Update: PPP Expansion Signed Into Law

CLIENT ALERT: New Guidance on Borrower's Good Faith Certification on Necessity of PPP Loans

CLIENT ALERT: New Guidance on PPP Loan Forgiveness

CLIENT ALERT: Getting Back to Business

CLIENT ALERT: Getting Back to Business (part 2)

COMMERCIAL LITIGATION

With COVID-19 causing cancellations of events, school shutdowns, and limited workforce availability to fulfill supply delivery schedules, many commercial contracts are at risk.

Whether you are a large company, a small business, or somewhere in between, understanding your contract language and options is crucial to your business. Our litigators are available to help you evaluate your exposure and develop a strategy for COVID-19 claims you either are considering making, or will inevitably need to defend your company from. We can help identify contract provisions most likely affected by COVID-19, pinpoint time-sensitive considerations, analyze potential consequences posed by breach or default, and assist with communications to help you manage your liability.

CLIENT ALERT: How Does the Coronavirus Affect our Contracts? Is it Insured?

CLIENT ALERT: Business Owners: It's not too early to start gathering documents and other evidence...

HEALTH CARE

Obermayer's **health care team** is monitoring key developments throughout the health care sector to advise clients on COVID-19's impact on all regulatory matters –from guidance on HIPAA rules and compliance to transactional matters, including health benefits. Particularly with respect to health care, the situation is extremely fast-moving and changing almost hourly – additional information is forthcoming as elements of the crisis become known.

CLIENT ALERT: HIPAA Waiver During the COVID-19 Public Health Emergency

CLIENT ALERT: CMS Expands Accelerated/Advanced Payments during COVID-19 Public Health Emergency

CLIENT ALERT: Behavioral Health Resources and Services during the COVID-19 Public Health Emergency

Trusts & Estates

CLIENT ALERT: Estate Planning in a COVID-19 World

CLIENT ALERT: When Is It Time To Update My Estate Plan?

CLIENT ALERT: Essential Document and Record Keeping in the Age of Digital Records

CLIENT ALERT: When Is It A Good Time to Establish Grounds for Divorce?

Family Law

CLIENT ALERT: Guidelines for Parents Who Are Divorced/Separated and Sharing Custody of Children During the Covid-19 Pandemic

CLIENT ALERT: Your Pending Divorce and Custody Arrangement May Affect the Amount and Payment of The COVID-19 Government Stimulus Checks

CLIENT ALERT: Domestic Abuse Resources For Survivors In Philadelphia

CLIENT ALERT: Domestic Abuse Resources For Survivors In Pittsburgh and Throughout Allegheny County

CLIENT ALERT: Domestic Abuse Resources For Survivors In Dauphine, Cumberland and Perry Counties

CLIENT ALERT: Domestic Abuse Resources For Survivors In Delaware

CLIENT ALERT: Domestic Abuse Resources For Survivors In South Jersey

CLIENT ALERT: Domestic Abuse Resources For Survivors In MontCo

CLIENT ALERT: Domestic Abuse Resources For Survivors In Bucks County

COVID-19 External Resources

United States

Center for Disease Control and Prevention COVID-19 page

The Federal Legislative Response to Coronavirus

Disaster Loan Assistance

Connecticut

Connecticut State **Coronavirus Disease 2019 (COVID-19)**

Delaware

Division of Small Business - **COVID-19 Information for DE Small Businesses**

New Jersey

Department of Labor and Workforce Development - NJDOL and the Coronavirus (COVID-19): What Employers & Businesses Should Know

NEW YORK

New York City

NYC – Assistance & Guidance for Businesses Impacts Due to Novel Coronavirus

PENNSYLVANIA

HR Compliance Bulletin - Coronavirus and the Workplace – Compliance Issues for Employers

Businesses affected by state-wide mandatory closure

Order of The Governor of The Commonwealth of PA Regarding The Closure of All Businesses That Are Not Life Sustaining

Bucks County Pennsylvania

Bucks County Novel Coronavirus COVID-19 Information

Delaware County Pennsylvania

Delaware County Novel Coronavirus COVID-19 Information

Montgomery County Pennsylvania

Guidance for Employers Dealing with COVID-19

Philadelphia

City of Philadelphia Announces New Restrictions on Business Activity in Philadelphia

Department of Commerce City of Philadelphia –Business Impacts of COVID-19 Survey

Greater Philadelphia Chamber of Commerce - COVID-19 Legislative Updates: Roundup of Federal, State, and Local Actions

ATTORNEYS

Key Contacts

Gary Samms

PARTNER
215.665.3054
gary.samms@obermayer.com

Mathieu J. Shapiro

MANAGING PARTNER
215.665.3014
mathieu.shapiro@obermayer.com

Ivo J. Becica

PARTNER
215.667.6335
ivo.becica@obermayer.com

Alina Chuklin

ASSOCIATE
215.665.3126
alina.chuklin@obermayer.com

**Anastasius (Tassos)
Efstratiades**

PARTNER
215.665.3030 856.857.1424
tassos.efstratiades@obermayer.com

Kimberley A. Farmer

ASSOCIATE
215.665.3107
kimberley.farmer@obermayer.com

Daniel P. Finegan

PARTNER
215.665.3166
daniel.finegan@obermayer.com

Nathan D. Fox

PARTNER
215.606.0178
nathan.fox@obermayer.com

Edmond M. George

PARTNER
215.665.3140
edmond.george@obermayer.com

Derek S. Green

OF COUNSEL
215.665.3080
Derek.Green@obermayer.com

Matthew A. Green

PARTNER
856.857.1413 215.665.3122
matthew.green@obermayer.com

Samantha J. Koopman

ASSOCIATE
215.665.3045
Samantha.Koopman@obermayer.com

Michael P. Malloy, Jr.

OF COUNSEL
610.234.4875
michael.malloy@obermayer.com

Kellie A. McGowan

PARTNER
215.606.0181
Kellie.McGowan@Obermayer.com

David A. Nasatir

VICE CHAIR
215.665.3036
david.nasatir@obermayer.com

Nicole E. Norcross

ASSOCIATE
215.665.3164
nicole.norcross@obermayer.com

Peter J. Oberkircher

PARTNER
215.665.3290
pjo@obermayer.com

Michael S. Pepperman

PARTNER
215.665.3032
michael.pepperman@obermayer.com

W. Patrick Scott

PARTNER
215.665.3003
patrick.scott@obermayer.com

Shaun Staller

ASSOCIATE
215.665.3141
shaun.staller@obermayer.com

Nina B. Stryker

PARTNER
215.665.3057
nina.stryker@obermayer.com

Min S. Suh

PARTNER
215.665.3050
min.suh@obermayer.com

Lawrence J. Tabas

PARTNER
215.665.3158
lawrence.tabas@obermayer.com

Michael A. Thom

ASSOCIATE

Michael D. Vagnoni

PARTNER

215.665.3001
michael.thom@obermayer.com

215.665.3066
michael.vagnoni@obermayer.com

RELATED CAPABILITIES

Commercial Litigation

Labor & Employment

Health Care

Real Estate