



Israel Practice

# COVID-19 INSIGHTS

## Holland & Knight COVID-19 Insights

We trust you and your families are all well, safe and in good health. Holland & Knight in partnership with the Israel-America Chamber of Commerce keeps you updated on pertinent American-Israeli topics relating to legal considerations and federal funding opportunities in connection with the coronavirus (COVID-19).

We invite you to read the Alerts below and reach out to us to discuss your thoughts or any questions you may have on this issue.

More information is available on our [COVID-19 Response Team page](#).

### Relevant Insights:

- [Treasury, Federal Reserve Release Final Main Street Facility Term Sheets](#)

The U.S. Department of the Treasury and Federal Reserve released updated term sheets for their Main Street Lending Program (MSLP), designed to provide up to \$600 billion in loans for small and midsize businesses, including revised term sheets for the Main Street New Loan Facility (MSNLF) and the Main Street Expanded Loan Facility (MSELF) and a term sheet for a new Main Street Priority Loan Facility (MSPLF). The release reflects the edits the Treasury Department and Federal Reserve made in response to a public



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comment period. The updated term sheets address many concerns, but also impose new guidance and limitations that could mute effectiveness of programs.

- [Face Covering Guidelines for Businesses Operating in Texas](#)

Leaders of the four largest Texas metropolitan areas have adopted mandatory face covering orders in response to the COVID-19 pandemic. The orders have direct implications not only on individual residents but also on businesses, particularly as employees gradually return to work in the coming weeks. This Holland & Knight alert provides an overview of the local and state orders, as well as a number of considerations for Texas employers to ensure that they understand and follow all applicable federal, state and local guidelines regarding face coverings.

- [COVID-19 Social Media Considerations for Employers with Employees Returning to Work](#)

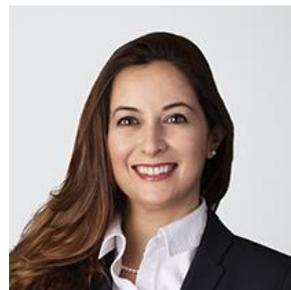
With shutdown and shelter-in-place orders in place as part of the response to COVID-19 pandemic, many companies have been in the news after employees complained on social media about working conditions or other issues associated with the pandemic. Even those employers with the best social media policies can be placed in difficult positions when confronted with negative social media usage by their employees. The COVID-19 crisis has added even more complexity to these challenges. This Holland & Knight alert looks at a few considerations for employers dealing with social media issues in the COVID-19 era to keep in mind as they start to reopen their doors.

- [COVID-19 OSHA Follow-Up: Agency Updates and Additional Recommended Employer Practices](#)

The fast-moving developments in response to the novel coronavirus (COVID-19) require employers to remain diligent with following published federal guidance. Federal guidance, including recent updates, impacts industry standards and employers' corresponding duties of care to protect their employees in the workplace. This Holland & Knight alert addresses some recent Occupational Safety and Health Administration (OSHA) updates, and discusses additional steps employers may take to avoid liability and limit their legal exposure to future claims.

- [IRS Provides Relief for Securitized Mortgage Loan Modifications Anticipated from COVID-19](#)

The CARES Act provided \$200 million to the Federal Communications Commission (FCC) to support health care providers in the fight against the ongoing pandemic. The COVID-19 Telehealth Program, which will make \$200 million available to help health care providers purchase telecommunications services, broadband connectivity, and devices necessary for providing telehealth services in response to COVID. The FCC noted that it does not anticipate awarding more than \$1 million to any single applicant. FCC will award support to eligible applicants based on the



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estimated costs of the supported services and connected devices they intend to purchase.

- [SBA Issues Third Interim Rule Implementing the Paycheck Protection Program](#)

On April 24, the Small Business Administration (SBA) issued its Third Interim Rule containing guidance for execution of the Coronavirus Aid, Relief, and Economic Security (CARES) Act's Paycheck Protection Program (PPP). Although this is a final rule, SBA will be taking comments from interested parties through May 25, 2020. Among other items the Interim Rule responds to specific questions concerning application of the affiliation rules, eligibility for the program and justification for the necessity determination. These topics are discussed in the following section.

- [COVID-19 RIF Checklist: Key Issues to Consider in Reductions in Force](#)

The COVID-19 crisis has demonstrated that even historically successful organizations may be forced to reduce employee headcount to maintain economic viability. Although a reduction in force (RIF) often can improve an entity's financial picture, there can be serious legal and financial consequences if it is not properly conceptualized, designed and implemented. This Holland & Knight alert includes a checklist that is designed to provide an overview of the RIF process and assist organizations contemplating personnel "downsizing" to identify the critical elements and legal principles of planning and implementing a RIF.

### **About Our Israel Practice:**

Holland & Knight is a U.S.-based global law firm with a strong commitment to the state of Israel. With an intimate understanding of the Israeli economic, political and social environment, members of Holland & Knight's [Israel Practice Team](#) provide a wide array of legal services to both Israeli clients operating abroad and companies and investors doing business in Israel. With more than 1,400 professionals in 28 offices, we are highly experienced in all the interdisciplinary areas necessary to guide entrepreneurs, investors, and startup or established companies through the opportunities and challenges that arise throughout the business or investment life cycles. Areas of legal guidance that are typically provided to our Israel Practice clients include real estate, mergers and acquisitions, private equity, international tax, cross border and customs, Internet privacy and cybersecurity, intellectual property, government lobbying, regulations and compliance, U.S. Foreign Corrupt Practices Act (FCPA), U.S. Foreign Account Tax Compliance Act (FATCA), and litigation and dispute resolution.

**DISCLAIMER:** Please note that the situation surrounding COVID-19 is evolving and that the subject matter discussed in these publications may change on a daily basis. Please contact your responsible Holland & Knight lawyer or the authors of these alerts for timely advice.

The information provided herein presents general information and should not be relied on as legal advice when analyzing and resolving a specific legal issue. If you have specific questions regarding a particular fact situation, please consult with competent legal counsel about the facts and laws that apply.

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