



Episode 2: “Setting the Record Straight on COVID-19 Sick Pay”

Speakers: Ari Kwiatkowski, Barclay Damon, and Rosemary Enright, Barclay Damon

[Ari Kwiatkowski]: Hi, everyone, this is a Barclay Damon live broadcast where we discuss all things L&E, labor and employment. I’m Ari. Let’s dig in.

[AK]: Hi, everyone, thanks for tuning in. Today we are going to be telling you everything you need to know about COVID-19 sick leave laws in New York. This podcast is the first episode in a series of podcasts where we discuss a myriad of issues related to the pandemic and how basically to manage your employees and workforce. I am thrilled to announce our first guest on the podcast is Barclay Damon’s practice group leader, Rosemarie Enright. Hi, Rosemary.

[Rosemary Enright]: Hey Ari, how are you today?

[AK]: I’m good. How are you? Thank you so much for joining us for our listenership, Rosemary is, as I mentioned, our practice group leader at Barclay Damon of the Labor and Employment Practice Group, which means she basically heads the group. Ro, thanks again for joining today. One thing we’re going to do every episode is ask the guests a little bit, get a little personal and ask them to give us a fun or interesting fact about themselves, whether it’s, you know, your professional or your personal life. So I’m going, I don’t mean to put you on the spot, but I do believe that. What do you think? For those of us listening, I’ll tell you, I know Rosemary from working with her, has a very interesting life.

[RE]: All right. Well, so I think I’ll do something personal, Ari. And so I guess what I’ll share in this episode is that ... at the time I was in Zimbabwe, so it was actually on a bridge between Zimbabwe and Zambia. And at that time, that was the highest bungee jump in the world. So you would jump off the bridge there and look over the Zambezi River. So I’ll say that, you know, I bungee jumped. It was 355 feet. It’s called No Man’s Land over the Zambezi River and lived to tell the tale.

[AK]: I have to say that that really surpassed my expectations for what I thought would be a fun or interesting fact—that is way more interesting than I would have anticipated, even for you, Rosemary. So thanks for sharing.

[RE]: Of course.

[AK]: But let’s dig right into it. For those of us listening ... Today, we’re talking about the New York COVID-19 paid sick leave law. Just a little bit of background. You know. This law was signed into legislation in March 2020. The Legislature passed the bill, and then, Governor Cuomo subsequently signed the bill into law. And here today, we’re going to talk about, you know, all the eligibility requirements, what the law provides and basically, kind of really dig down into everything that as an employer, you need to know when navigating these laws. So Rosemary, can you tell us just generally what this COVID-19 paid sick leave law is about? What additional protections does it provide for employees?

[RE]: Yeah. Well, so so since we're going to dig down into and I'll just give everybody just ... just a high level: it's additional leave. It's additional paid leave for employees relative to a whole series of different things that can occur related to COVID-19, so it's above and beyond paid family leave is above and beyond your New York state paid sick and safe leave, and FMLA, all of them. So this is a whole new set of leave requirements.

[AK]: So Ro, what additional protections generally does this new law provide for employees?

[RE]: Well, so in terms of protections, Ari, it gives them job protected leave just like any other leave, FMLA or paid family leave in New York state or the paid sick and safe leave. So it gives them job protection; it also gives them—if they can't work from home remotely—it gives them paid leave.

[AK]: Right? So basically, this law this newer law anyway applies to employees who are looking to take leave because they've been ordered to quarantine or isolate due to having COVID-19 or being exposed to COVID-19. Right?

[RE]: That's exactly right. That's exactly right.

[AK]: Right. Ro, can you tell us a little bit about eligibility issues specifically, you know what, employees are covered by this new law: part-time, full-time or you know what employees are eligible for this leave?

[RE]: Well, you know, again, you know, you sit here, Ari, and you think, All right, well, so I know what's required under FMLA. I know what's required under paid family leave. There's all you're right, there's all these requirements and here none of those exist. It's part time employee, full time employee does, doesn't matter. Any and any and all employees are entitled to this. This COVID sick pay.

[AK]: Right. That makes sense. And in that way, it's really a lot broader than the other sick leave laws that we've really encountered, either at this New York state or federal level.

[RE]: Right? Yeah, that's exactly right. Well, and you know, and they did it here in New York because, you know, you gave the dates of the at the start of of this of this episode, but they did it because federal families first coronavirus response act. So Ari, from here on, let's just call it FFCRA. It's too much of a mouthful. So as I was saying, you know, the whole reason the New York state COVID pay was enacted was because FFCRA had not yet come out. And so we had all of these people who were sick and couldn't work or were subject to quarantines. And so New York state said, Hey, we need to do something, we need to have some sort of protections in place. And so that's why that's why it came, that's why it was enacted. And then once FFCRA came out, then New York kind of it kind of fell to the wayside because FFCRA, as you know, was more broad, right? And had similar, you know, similar rights, you know, similar obligations and that but but it was, you know, the eligibility reasons were broader. And now that FFCRA is has expired and it's important for everybody listening to know FFCRA expired September 30. So I can't tell you how many people call us Ari, and they say, Well, how do I get the tax credit? I just had somebody go out and it's like, No, no, no, no, it doesn't exist anymore. So it's all New York all the time right now.

[AK]: Yeah. You anticipated my question because I was going to just ask for clarification for our listeners. Just to clarify, the FFCRA is now expired. So we're really focused for our New York employers, you know, on New York COVID-19 leave law protections. Right?

[RE]: Exactly. That's it's really important that everybody realizes that. Yeah. And then and then of course, Ari, I know we're going to talk about it, but you know, you know, your initial question was, who does this apply to and applies to all the employees and the employers in New York state. So we know that, but I know you're going to talk. We're going to talk about, you know, the eligibility. So when are you entitled to this, this leave? So ...

- [AK]:** Exactly. Which leads me to my next question, Ro, which is: so in order to qualify for this leave, what must an employee do or be under? Just to clarify, I know we talked briefly before, but you have to be as an employee under an order of quarantine or isolation, correct?
- [RE]:** That is correct. And it has to be from a state or local health agency, or a similar government entity. So to your doctor and having him or her write a note saying, you know, Ari should stay home from work or you got to Well Now, and they say, we suggest this person stay home from work, that does not qualify under the law. It's actually got to be issued, as I said, from a state or local agency.
- [AK]:** Right. And a lot of times, you know, at least in my experience, I think for our clients that that local agency has usually been like the County Department of Health.
- [RE]:** Correct. That's exactly right.
- [AK]:** Yeah. So Ro, let me ask you this. I'm an employer and employee calls me and says I'm under an order of quarantine, I have COVID-19 or I've been exposed to someone who has COVID-19—as the employer am I within my rights or is it permissible under the law for me to say, OK, employee A, that's fine, you need to send me the order of quarantine or isolation from the Department of Health?
- [RE]:** Well, absolutely, Ari. And you know, so you might have somebody, you know, our listeners might be thinking, Well, wait, isn't that, you know, a HIPAA violation? You know, because the ...
- [AK]:** That's a question we get a lot, I feel like ...
- [RE]:** Yeah, exactly. And the answer is no, actually, the Department of Health and Human Services has come out, they produced a guidance in September and actually laid out specifically that when you're asking questions like this, so produce a quarantine order or produce proof of your vaccination status—that those are permissible in an employer's role, as the employer protecting the health and safety of their entire workforce. So yes, it is a medical record and it will be stored properly, you know, confidentially. But it's it's not a violation of HIPAA to ask for the information because the only the only covered entities, as you know, Ari, under the HIPAA privacy rule are your health plans, your health care providers, your health clearinghouses. So and even those covered entities in their role as an employer can ask for that information.
- [AK]:** Yes. And I think that's a really important point to make Ro, because I think with, you know, the pandemic and employer/employee issues coming up, I think there's a lot of misconception about the applicability of HIPAA. And, you know, that's something that I think our clients hear a lot from employees, well I don't want to give you X, Y, or Z because that's a violation of HIPAA, so I think that, you know, a lot of our clients and our listeners know that. But I think that's such an important distinction because I think that's that's an issue that really comes up a lot.
- [RE]:** Yeah, it really .. absolutely. They immediately, you know, will scream HIPAA, HIPAA, HIPAA. And and I get it. I get it, right? They're looking and they're saying, this is information about me. But as we said, the ... you know, the Department of Health and Human Services has come out specifically and said it doesn't apply to employers.
- [AK]:** Right, right. I think that's really important. So Ro, let me ask you another question so what if, as an employer, I get a call from an employee who says, you know, I'm not feeling well, and you know, I have a fear of contracting COVID-19 in the workplace or I have a fear that I might give COVID-19 to somebody in the workplace under this new-ish—I'll call it “new-ish” now because I can't believe we're already November 2021, and this has been in place since March 2020. But under this new law, you know, can an employer or must an employer grant that person leave in those circumstances?

[RE]: And you know, it's this is exactly Ari, as you know, when FFCRA comes in.

[AK]: Yeah, right.

[RE]: Right? Because a lot of this, you know, somebody says, Oh, I'm not feeling well, I'm seeking a diagnosis. Well, now they're eligible under or they were eligible under FFCRA. With New York state, none of that applies. So if you're seeking a diagnosis, if you have a fear, if you said, Oh, I was exposed, none of those are all are valid reasons for someone to be eligible for this leave, right?

[AK]: Right.

[RE]: As you said, you know, a few minutes ago, Ari, they must produce a quarantine order or order of isolation. And as we discussed from, say, your local agency typically that, you know, a local department of health or something.

[AK]: So Ro, can you tell us a little bit more specifically about those employer requirements?

[RE]: Sure. There's basically, I'd say, three buckets. All right. So the first is for employers who have 10 or fewer employees and less than \$1 million in annual revenue. They just provide five days of unpaid leave, so it's unpaid leave; it's job-protected. Everything else exists, but it's unpaid. The second bucket would be your employers, who have 11 to 99 employees and employers who have 10 or fewer employees, but revenues in excess of \$1 million, and that bucket provides five days of paid leave. So the first one's unpaid, the second one is paid and both are five. And then for your larger employers. So a 100 or more. They provide 14 days of paid leave. And actually, Ari, you know, we should probably be more specific for our listeners and say "up to" five paid days and "up to" 14. And I know we're going to talk about that more, but I want to make sure we're making that point it's "up to."

[AK]: Yeah, I think that's an important clarification Ro, because it does not, this law is does not mean that because you are subject to this quarantine or isolation order, you're automatically entitled to five days. It's five days or what you need as the employee, so I think I do think that's a really important distinction, and I'm glad you made it. And one other point is that everything that you just described applies to private employers.

[RE]: Yes, that is correct. That is correct. And you know, not sure, Ari, I think we're going to talk about this, but maybe I'll jump ahead a little bit if you don't mind.

[AK]: Of course.

[RE]: So so when we're talking about the "up to," you know, the way we like to explain it is somebody comes in and or they don't come in because they're subject to a quarantine order. But you receive the quarantine order and you look and you see the individual is quarantined for, let's say, 10 days. All right, so they've got a, you know, they're out from, you know, December 1 to, let's say, December 11. So they've got 10 days that they can't be in the workplace and they can't work remotely because remember, that was our whole conversation, right? You can work remotely. You work remotely. But so we have somebody that's subject to a 10-day quarantine order. They can't work remotely. So and let's say you happen to be an employer that has got the 11, you fall in that bucket of 11 to 99, so you've got to provide five days ... up to five days. So what you do is you look at the quarantine order, the start date and the end date. And you look and you see, how many days would this individual have worked during that quarantine period but for the quarantine order? And so let's say it was a part-time employee, Ari, and they only work three days a week or two days a week. And so you look at the quarantine order and in that 10-day spread, they only would have worked two days because let's say it falls in a part where there's weekends and that—they only get the two days. This isn't "we're just going to write you a check for five days," right? So it's how many days would they have worked in that quarantine period, up to five or up to 14?

[AK]: Yeah, I think, again, I think that's really important for our listeners to know and appreciate because, you know, I think with the passage of the law, there has been a little bit of misconception as it relates to this automatic right to certain leave. And it really is. That's really not what it is. It's very case specific and case dependent, as we know because we get very specific inquiries. You know, so it's it's definitely a good, good distinction to make and a good thing to point out. One thing I wanted to review with you, Ro, is, I think, a question that, you know, I've gotten a couple of times, I'm sure you've gotten a few times and it relates to the interaction between this leave under this law, and, you know, the the existing New York paid sick, sick and safe leave law, which is: Can an employer require that an employee who's under a COVID-19 quarantine order use their existing accrued paid sick leave first?

[RE]: And great question, everybody wants to do it, and the answer is, no, you cannot. Remember, we started off Ari, you had me make the point that this is additional. It's on top of ... if somebody's subject to one of these quarantine orders, then they they get the paid leave under that we cannot force them to use their their any accrued time. So whether it's sick or PTO or vacation.

[AK]: And I think we both have probably had that, that's a common question, I think.

[RE]: Yeah. Well, you know, the other common question, Ari is, OK, I understand the, you know, the purpose of this and what my obligations are as the employer. But this person, let's say, is unvaccinated. OK, so they're unvaccinated, and so so why do I have to pay them? Vaccination status is irrelevant if someone's subject to one of these orders or they've tested positive and then obviously they've got a quarantine order because of that, they are eligible for this, this this leave.

[AK]: It's a really good point, Ro, and just for our listeners, we won't get too much into it, but, you know, mandatory vaccination policies and vaccine issues, we will be discussing those as part of this COVID-19 related segment of podcasts. So stay tuned, everyone on that.

[AK]: OK, Ro, what about if an employee voluntarily travels for pleasure and has to quarantine or isolate as a result of that travel?

[RE]: Well, you know, that's an interesting question because we get this a lot. It's coming up a lot. So, so right now and everybody, all of our listeners should know this can change at any time. Everything's changing, you know, by the day, by the week.

[AK]: Very true.

[RE]: But but currently, the way it stands is if an employee travels to a CDC, level two or level three country or they travel to a state that is not contiguous. In other words, you know, a) shares a border with New York state for more than 24 hours, and it is for personal. So it's pleasure. It's a vacation or something. They and they end up, you know, contracting COVID, or they're subject to a quarantine order because they were exposed while they were traveling. They are not eligible. They're not eligible for this this this paid leave. Now, could they could they take their sick leave that they may have earned under their, you know, our sick and safe leave law? Absolutely. Because they're out sick. And in fact, I would probably make them use that sick time. But this additional time, no, if they fall in that criteria now, if they travel on business to level two or three CDC country or a non-contiguous state, you know, state to New York and they contract COVID, or they're subject to a quarantine order when they return to New York, because they did that in the course of business, they are then eligible for the for the paid leave.

[AK]: But I think you mentioned this role in the beginning, but you know, one of the things I did want to point out again is an employee who takes this leave. They are entitled pretty much absolute job protection during that period, right?

[RE]: That's correct. Yep, that's correct. Yeah.

[AK]: That makes sense. So I think what maybe we can we can transition to, you know, I think we've, you know, let me know if you want to add anything. I think we pretty much talked pretty exhaustively about the eligibility requirements and basically, you know, the protections that this law affords. But I kind of wanted to transition and talk with you a little bit about how this law interacts with paid family leave. Ro, one common question I think we get from employers is what what what is the response from an employer if an employee requests leave under this law because the employee's child is under a mandatory order of quarantine or isolation?

[RE]: Yeah. And you know, that, as you know, Ari, that came up a lot for us when FFCRA was still in effect because that was one of the qualifying reasons. Right. And that was why they expanded FMLA and so forth. But with with New York state doesn't apply. So this the New York state COVID paid sick is specific to quarantine orders for the employee themselves. But of course, then the employer says, "Well, what's going to happen to this employee then?" I mean, and they've got to stay home with their child, who is subject to a quarantine order. And the answer is that the New York state paid family leave was amended when when the pandemic hit to include one of the reasons to expand the the reasons for which you could qualify for New York state paid family leave. And it is now if your child is subject to a quarantine order or isolation order. And so they would have to show just as they apply for paid family leave for all the other reasons, it's the same thing here. So the employer would give the employee the paperwork, they'd complete it and then the carrier would process it as they always do.

[AK]: What if an employee has to stay home to care for a family member who has contracted COVID-19?

[RE]: Yeah, that's another reason. So right. So paid family leave is all about you taking time to care for someone right? And so again, they would just apply for it just like they normally would. So the pandemic doesn't make it any different.

[AK]: So what if what if you need more time?

[RE]: So, so, you know, if an employee so they've got their quarantine period or their quarantine order, and at the end of it, they need more time, they're still they can't come back to work, Ari and this happens. And so again, paid family leave under New York state was amended when the pandemic hit to include if someone needs additional time off beyond the five days or the 14 days. The other option, of course, is always short-term disability, depending on how long the individual's going to be out. But typically, you know what we're saying is paid family leave being used because a child is subject to a quarantine order. And you know, Ari, we should probably be real specific with our listeners that it's a quarantine order again issued by a state or local agency, right? So the Department of Health or something? This isn't that the school sends the child home because quite frankly, that's happening a lot.

[AK]: It is, Right, right.

[RE]: And and so so every time you turn around, you should have, you know, individuals, you know, having to be out and apply for paid family leave and and probably a lot of employers or employees, rather, they don't want to burn through all that paid family leave because heaven forbid, something happened down the line when they need it for a serious medical condition, you know?

[AK]: Exactly. Yeah. And again, just to clarify a point we made earlier as it relates to a child being under an order of quarantine or isolation. We want to reiterate that an employer is within their rights to request a copy of that order.

[RE]: Absolutely. Absolutely right. In fact, I would encourage them to do so because you want to. It's a protection for the employer, but it's also for the employee.

[AK]: Yeah. Agreed. So Ro, I don't mean to put you on the spot, but again, I kind of do.

[RE]: Yeah.

[AK]: Can you think of maybe an interesting or the most crazy question that you've been posed from a client as it relates to the interaction of this law with, you know, sick leave or the paid family leave or something you thought was really interesting that you think would be beneficial for our listeners to hear about.

[RE]: So, so I mean, we hear it all.

[AK]: You probably could write a book Ro!

[RE]: That's right. That's what I that's what I should have said. I could write a book. That's exactly right. So I think that one of the things that we're running into a lot now, which is interesting, is people with multiple exposures. Right. And so they're exposed. They're subject to the quarantine order. A few weeks pass. And when this happens, a lot, Ari was in the summer months and those days when it looks good, it looks good to be out on the lake in your boat. And you're right, So funny how that happens. But I think, yeah.

[RE]: But seriously, you know, so so you've got people that, you know, have been exposed multiple times and they're asking for their, you know, their New York state COVID pay. And the answer is actually you're only eligible for one, if so, if someone is subject to a quarantine order because of a possible exposure. We know that's either up to, you know, it's unpaid five days up to five paid or up to 14 paid. But ... so and that's you get one shot at that. But then what happens is if they get exposed again, then their question is, Well, well, now what? I've got to be home for X number of days. And so that's where it then comes in to, all right. So you can you could say to them, you know what? You should apply for paid family leave. See if you'll be, you know, if you'll be approved for that. And you know, and we're seeing a lot of them get approved, but sometimes not because we've had mult... of somebody who's had multiple exposures and then had talked about this before, Ari. And so we know it's one time for a quarantine order, but you know, a person can actually be in be or rather receive that, that COVID pay a second time and even a third time. But but that's if and only if they unfortunately end up with a positive test, so they test positive for COVID. So, you know, so you can actually receive this COVID sick pay up to three times once for just a quarantine order, typically due to exposure, as I said, and then a second and third time if you test positive, right? And then after that. So we did have one employee who unfortunately was exposed and then tested positive, tested positive a second time and still needed more time. You know, it was like one of those long haulers. Very sad story. So they then applied for paid family leave, so they're kind of getting all of it, you know?

[AK]: That's a really good point, Ro. You know what another topic that I wanted to talk about with you today is New York's COVID-19 vaccination leave law, which, you know, those of us who are in the field, it's Labor Law 196-C, a newer law. And you know, I wanted to transition to that topic that was more recently signed into law and that this provision is actually effective until December 31, 2022, barring any legislative extension. So can you tell us a little bit about this vaccination leave law just generally and what it's meant to provide leave for?

[RE]: Sure. And actually, it's interesting, Ari, you just mentioned the expiration date of the vaccine leave law. We should probably tell our listeners that the New York state COVID sick pay does not have an expiration date. Yeah. So yeah, so so no expiration. Just like we know, FFCRA expired September 30. There's no expiration on this. And as Ari said, the the vaccine leave law expires December 31 of 2022. So, so what the vaccine leave does, it's meant to encourage employees to go out and get the vaccination. And you know, and it's and it's hard right now like, you know, people want to go and get the vaccination, but they might have to wait two, three, four days or they might only be able to get in during their scheduled work hours. And we don't want anyone to be prevented from getting this vaccine. You have to make the decision between the vaccine or getting paid so I can put food on my family's table. And so we wanted to so, so New York State said we want to make sure our people, you know, don't have

to choose between these two. So what the vaccine leave does is it permits employees to go during their regular, regularly scheduled work hours and they will be paid up to four hours of their regular rate of pay to go and get the vaccine. And so what's important to know is if somebody goes and gets the vaccine outside of their normal work hours, they're not entitled to the vaccine pay. Right?

[AK]: So again, I question so just to clarify, it's there's no retroactive application.

[RE]: Right.

[AK]: You need to or you are going to receive a vaccination during your normal working hours. This law is intended to provide you with up to the important qualifier.

[RE]: Yes. Yes.

[AK]: ... Four hours of pay leave at your regular rate of pay. And that is for each injection. Right, Ro?

[RE]: Right. That's right for each injection. And again, the purpose of this is, you know that we don't want people to have to choose between their health and safety and putting food on the table, right? Or, you know, that's really what this is. And as you said, it is not retroactive and it is per injection. And, and again, it isn't just an automatic four hours. So if somebody can get, you know, sign up for the vaccination at 4 o'clock in the afternoon and let's say their shift ends at five, it doesn't mean, oh, OK, well, I can leave that, you know, a little before four and I'm going to get four hours or I can leave work at 1:00 and then take the whole afternoon off. That's not the way it works. So it's permissible for an employer to say, you know, when is it scheduled, could you show me, you know, proof of the, you know, that you're going to get the vaccination, but it is per injection and hot off the presses, Ari: the beginning of this month, so November, the Department of Labor came out and said the vaccine leave law now applies to boosters. So initially, you know you, you cited to the law, so Section 196, it says per vaccine injection. Right. And so it didn't, didn't differentiate between, you know, boosters and that. And it was geared at getting individuals fully vaccinated, which was the one dose under a J & J or two under the others. But now, because people are getting boosters and again, they want to encourage people to get boosters and to support that. They've said it applies to that. So same thing. You go and get a booster up to up to four hours. Right.

[AK]: So, Ro, we talked a lot about the eligibility requirements for employees under the COVID-19 sick leave law. Similar question for this law. Does this vaccine leave law apply to all employees?

[RE]: It sure does. Part-time, full-time—everybody and all employers.

[AK]: One final question I have for you, Ro (I think don't hold me to it), is what about if an employee wants to take leave for vaccine side effects? Is that something that's covered under this vaccination leave law?

[RE]: You know, that's a great question, and the answer is no. So this is actually, the leave is for you to actually get the the vaccine. However, in terms of giving somebody recovery time, you can, unlike everything else that we've talked about today, you can require them to use their their sick time. So you are obligated to permit them to take sick time, just as you do under the New York state sick and safe leave, you know, somebody can call off and say, I'm taking my New York state sick. They wouldn't say all of that it's too much of a mouthful, but I'm calling in sick so they can call in sick because they've got side effects and and you as an employer are obviously required to permit them to take that and to use that time. But you don't have to just give it to them. Unlike the four hours of pay to get the vaccine, and unlike the up to five days or up to 14 days that you just have to give them.

[AK]: Exactly. I think that's a good point, too, because, you know, I think that's that's been a pretty common question as well, especially with more employees and more people getting their booster shot. You know, I think that's a question that's come up a lot.

[RE]: Yeah, because people because of, you know, quite a few people have got reactions, right?

[AK]: Present company included.

[RE]: Yes, there you go.

[AK]: Well, I wanted to say thank you so much. Those were all the topics that I wanted to cover with you today. I hope it wasn't too painful, but I think we got through it and we had a good time. Ro, anything you want to add, any final words?

[RE]: No, no, I think I think that's it. I'm trying to think of trying to think if I could give you something else since I was so shocked you with my bungee jump. Oh, I know. Here's here's what I'll end with. Here's what I'll end with. I have... I have. I have ridden on. I went to the Great Pyramids, so I, you know, most people you can drive up. I actually visited the Great Pyramids by camel. So got on camel, went across the desert three hours to get to the Great Pyramid. So that's what I'll end with.

[AK]: I mean, honestly, we could probably just have a podcast about your world travels.

[RE]: Yeah, I mean.

[AK]: Yeah, probably that's interesting content, for sure. But I just want to say thanks again, Ro, thanks to our listeners. Stay tuned for our next podcast, where we are going to talk about what's up with COVID-19 vaccination mandates. Kind of a confusing area right now. There's a lot going on and we will definitely talk it all out on our next episode. See you then.

[AK]: The Labor Employment Podcast is available on barclaydamon.com, YouTube, LinkedIn, Apple Podcasts, Spotify and Google Podcasts like Follow Cher and continue to listen. Thanks. This material is for informational purposes only and does not constitute legal advice or a legal opinion. No attorney client relationship has been established or implied. Thanks for listening.