

# The Paley Rothman Blog

Paley Rothman shares this library of resources with clients and friends of the firm to help them stay ahead of legal and business developments and trends. Here, you will find helpful tips and tools written by our employees.

## **D.C. GREATLY EXPANDS ELIGIBILITY FOR UNPAID LEAVE & UNEMPLOYMENT BENEFITS**

The D.C. Council this week passed sweeping legislation that seeks to ensure that D.C. residents unable to work because of the COVID-19 emergency are covered by existing leave and/or unemployment benefits.

## **COVID-19 AND UNEMPLOYMENT CLAIMS IN THE DMV**

Maryland, DC and Virginia have all taken steps to expand unemployment insurance eligibility for employees impacted by COVID-19.

## **BACK TO SCHOOL: DC EMPLOYERS MUST PROVIDE LEAVE FOR SCHOOL-RELATED EVENTS**

Employers in the District of Columbia must allow their employees to take up to 24 hours of leave during any 12-month period to attend school-related activities.

## **EMPLOYERS NEED TO ARTICULATE CLEAR AND REASONABLY SPECIFIC GROUNDS FOR EMPLOYMENT-RELATED DECISIONS**

A recent ruling from the US Court of Appeals for District of Columbia clarifies that employers must present evidence of clear and reasonably specific reasons for making employment-related decisions.

## **CRITICAL COMMON LAW MARRIAGE UPDATE FOR SAME SEX COUPLES**

The District of Columbia Court of Appeals has just issued a wide-reaching decision on the issue of the retroactivity of common law marriages, particularly as applied to same sex couples. The impact is significant.