



Dear Clients, Colleagues and Friends:

We sincerely hope you and your families are well during this period of global anxiety. As you would expect, the health and well-being of our visitors and employees remains our top priority. We are committed to doing our part to help keep everyone safe while ensuring we continue to serve our clients with minimal disruption.

At this point we are restricting access to our offices. If we need to close our physical offices due to COVID-19, we will continue to fully operate and serve our clients by working remotely. We began laying the foundation to allow our attorneys to work remotely several years ago and almost all of them are accustomed to being able to serve clients even when they are not present in one of our offices. Several weeks ago we began stress testing our environment to ensure critical support staff also have the capacity to work remotely, and that all normal services continue functioning as intended if our offices are physically closed. We have a myriad of tools such as videoconferencing, phone conferencing and WebEx, which enable us to bridge the distance between ourselves and our clients.

Gray Reed is here to help you and your business. In the coming weeks and months many of you will likely be required to navigate a myriad of difficult legal issues. For instance, we've already been assisting clients with issues relating to cancellation of contracts. We've also been working with clients to position them to deal with the possibility that many of their customers or counterparties will be seeking bankruptcy protection. We have dedicated [a section of our website](#) to COVID-19 where you will find articles written by our attorneys who have already begun to address some of these issues. Below are links to five of our most recent articles that may provide important guidance as you begin to deal with consequences of the pandemic. As more articles and resources from our firm become available, the webpage will be updated.

Families First Coronavirus Response Act: What Employers Need to Know

This alert explains the Families First Coronavirus Response Act, which is currently making its way through Congress. As of now, the bill expands the coverage and benefits of the Family and Medical Leave Act (FMLA), requires paid sick leave for employees affected by COVID-19 and provides tax credits for employers to help offset the increased costs of the leave provisions. While the final law is likely to be somewhat different, our labor and employment attorneys suggest employers start making plans for changes to the FMLA and implementing paid sick leave.

Business Interrupted by COVID-19? Check Your Insurance Policy for Lost Business Income Coverage

This alert discusses the availability of insurance coverage for lost business income due to COVID-19 and encourages clients to review their various policies to determine whether they have any coverage to recoup lost income caused by closure of or limits to operations.

An Ideal Solution to Access - Texas Suspends Restrictions on the Use of Telemedicine in Light of COVID-19

To facilitate access to medical care and contain the spread of the coronavirus, the Department of Health and Human Services and the Texas Medical Board are temporarily suspending certain provisions that place restrictions on health practitioners' ability to use telemedicine in their treatment of patients. This alert outlines the scope of both the federal and state "waivers" and addresses reimbursement considerations.

Coronavirus and the Construction Industry: How to Handle an Inevitable Delay

This alert discusses how COVID-19 may affect construction materials and labor, and encourages those in the construction industry to check contract language and supplier agreements for force majeure clauses, and develop a plan in the event of a labor shortage.

Coronavirus and the Energy Industry: Drilling into Force Majeure Clauses

This alert outlines a Houston court's recent interpretation of a force majeure clause in a drilling contract and whether or not "disease or pandemics" should be specifically listed in the clause to cover the effects of a pandemic such as coronavirus.

As we move forward through the next several weeks and perhaps even months, please share specific needs and requests. As so many have already recognized, working together will assure that we effectively respond to the challenges we are facing and end up stronger than ever.

J. Cary Gray
Managing Partner