

Vorys At Work

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The Vorys labor and employment team has developed an educational platform – Vorys at Work – to provide important updates and training for HR professionals and in house counsel on labor and employment law trends, employee benefits issues, developments, decisions and law changes from across the U.S. From **frequent alerts** and **blog posts** and **complimentary webinars**, Vorys at Work provides critical information in a vast array of formats. Scroll down to see some of our recent alerts, podcast episodes and upcoming events. To receive updates and invitations from Vorys at Work, [click here](#).

6/26/2025 | New York City Amends ESSTA: New Prenatal Leave Mandates for Employers

All private sector employers in New York must provide eligible employees with 20 hours of paid prenatal leave under the New York Paid Sick Leave Law. [Read more](#).

6/24/2025 | Pittsburgh Enacts Employee-Friendly Amendments to Paid Sick Leave Law

On June 12, 2025, Pittsburgh Mayor Ed Gainey signed an amendment to Pittsburgh's Paid Sick Days Act into law. [Read more](#).

6/6/2025 | Steady, Ames, Fire! Supreme Court Hits its Mark in Historic 'Reverse Discrimination' Ruling

The closely watched battle over "reverse discrimination" claims under Title VII of the Civil Rights Act of 1964 concluded Wednesday with the U.S. Supreme Court's decision in *Ames v. Ohio Department of Youth Services*. [Read more](#).

6/2/2025 | False Claims Act Reimagined: DOJ Pursues Civil Rights Fraud in Higher Education and Government Contracts

On May 19, 2025, the U.S. Department of Justice (DOJ) unveiled the Civil Rights Fraud Initiative, a new enforcement strategy aimed at leveraging the False Claims Act to hold colleges, universities, government contractors, and other federal funding recipients accountable for violations of civil rights laws. [Read more.](#)

5/29/2025 | Washington Expands Employee Access to Personnel Files

Washington law provides employees with the right to inspect their personnel file annually upon request. [Read more.](#)

About Vorys on Labor

Vorys on Labor focuses on traditional labor issues of interest to labor professionals in both the public and private sector. Vorys on Labor will help keep you informed about recent developments at the National Labor Relations Board, the Ohio State Employment Relations Board, and in Congress. You can expect to find news and commentary about these developments and many other topics, including the Employee Free Choice Act (EFCA), union membership, and union organizing.

Webinar on Demand: Proactive Strategies to Address Unionization Attempts

The marked increase in unionization efforts nationally is obvious; but solutions that will address the cause, rather than the effects, of such unionization efforts are less clear. For decades, employees have turned to labor unions when they feel their company is not listening to their collective demands. Employees now have a renewed interest in communicating with labor unions to act on their behalf when they do not get what they want. For their part, unions are focusing organizational efforts on industries that have not traditionally been unionized. In this session, **Dan Clark** and **Michael Shoenfelt** addressed the proactive measures companies can take now to address potential unionization.

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