

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** to **complimentary webinars** and **podcast episodes**, 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](#).

5/1/2024 | New York Mandates Paid Lactation Time and Paid Prenatal Leave

On April 20, 2024, New York lawmakers finalized their \$237 billion budget for fiscal year 2024-2025. The budget introduces several expansions impacting employers in New York State, including paid breaks for lactation time and paid prenatal leave for pregnant employees. [Read more](#).

4/25/2024 | Department of Labor Raises Salary Thresholds for Overtime Exemptions

On April 23, 2024, the U.S. Department of Labor (DOL) released its final rule raising the salary thresholds for being exempt from overtime under the Fair Labor Standards Act (FLSA). [Read more](#).

4/24/2024 | FTC Bans Employee Non-Compete Agreements

On April 23, 2024, the Federal Trade Commission (FTC) announced a new **rule** that "[i]t is an unfair method of competition—and therefore a violation of Section 5 of the FTC Act—for employers to enter into non-compete clauses with workers." [Read more](#).

4/3/2024 | Walk Around Rule Crosses the Finish Line

The Occupational Safety and Health Administration (OSHA) issued a [final rule](#) allowing employees to designate a third-party representative to accompany an OSHA inspector during workplace inspections. The new walk around rule will take effect on May 31, 2024. [Read more.](#)

3/20/2024 | Cal/OSHA Provides Model Workplace Violence Prevention Plan Ahead of July 1, 2024 Implementation Deadline

On September 30, 2023, Governor Newsom signed into law Senate Bill 553 (SB 553), which mandates that nearly all California employers must implement a workplace violence prevention plan (WVPP) by July 1, 2024. [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.

In-Person Event: 2024 Cincinnati Labor and Employment Seminar

The Vorys Cincinnati office will host the 2024 Labor and Employment Seminar on April 25, 2024. Vorys attorneys Nelson Cary, Libby Callan, Emily St. Cyr, Erin French, J.B. Lind and Dawne McKenna Parrish will be presenting. This year, the complimentary seminar will offer a full day of programming including sessions covering the following topics:

- NLRB Updates
- ADA/ FMLA
- Workplace Investigations

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.

Crossover Episode: ChatGPT, AI and HR

On this crossover episode, Vorys At Work Podcast host **Chaz Billington**, a labor and employment partner in the Vorys Cleveland office, joins Vorys IP Podcast guest host **Mike Messinger**, an IP partner in the Vorys Washington, D.C. office, to discuss the new generative AI tools from an HR perspective. The two also cover best practices for using these new tools. [Play episode.](#)

Special Episode: OSHA Vaccine Mandate

In special edition of the Vorys at Work Podcast, we present a previously recorded webinar which focused on the OSHA's Private-Sector Vaccination/Testing Mandate. Vorys Partner and host Chaz Billington introduces the episode as well and provides recent updates to the emergency temporary standard (ETS). Throughout this episode Vorys labor and employment attorneys from our COVID-19 task force will discuss how the ETS will impact your business and the legal challenges you may face with the new requirements and will also address the rule issued by the Centers for Medicare & Medicaid Services (CMS) requiring workers at Medicare and Medicaid participating facilities to be vaccinated. [Play episode.](#)

Interview with a Plaintiff's Attorney: Advice from the Other Side of the Pleading

In this edition of the Vorys at Work Podcast, Vorys Partner Chaz Billington is joined by Granovsky & Sundaresh Co-Founder, Alex Granovsky. As a member of the plaintiffs' bar, Alex provides his unique perspective on common issues, procedures and practices seen in the world employment law today. The conversation touches on topics including recent developments in Ohio employment legislation, mediation strategies, typical employee grievances and more. [Play episode.](#)

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All Vorys at Work episodes can be found [here](#). You can also listen and subscribe on [SoundCloud](#), [Apple Podcasts](#) and [Spotify](#).

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