Tackett Redux: Ordinary Principles of Contract Interpretation Mean No Inference of Vesting

News

The ruling again rejected the Sixth Circuit's inference from silence that CBAs vested retiree benefits for life, reports Proskauer Rose.

Conflict of Interest Causes NLRB to Vacate Pro-Corporation Ruling

News

The NLRB threw out its most important ruling of 2017 – a 3-2 victory for major U.S. corporations – following an internal agency report that found that a potential conflict-of-interest had tainted the vote.

How Solid Are Your Harassment

Training Programs?

Insight

Employers are finding that generic harassment policies with one-size-fits-all instructional videos are not addressing key issues, says Audrey Mross, employment partner at Munck Wilson Mandala.

For the Third Time, Supreme Court to Hear Mandatory Union Dues Arguments

News

The case, appealed by an employee of the state of Illinois, comes after the U.S. Court of Appeals for the 7th Circuit rejected his argument that the agency fee violated his rights under the First Amendment.

Learn How to Address & Prevent Harassment – Online Master Class

Online event, Feb. 28, 2018, 11:30 a.m. EST

NAVEX Global will conduct its first-ever online master class when it presents “Addressing & Preventing Sexual Harassment.”

DOJ Warns of Criminal Actions Against Companies with Agreements Not to Poach Competitors' Employees

News

Any violative anti-poaching policies after October 2016 expose employers to criminal punishment, warn three Seyfarth Shaw lawyers writing for Bloomberg.

Sexual Harassment Roundtable: Practical Guidance for Employers

Webinar, March 1, 2018, 1 p.m. EST

Sexual harassment continues to be a significant workplace problem that has moved front and center with continuing prime-time media coverage.

Littler Launches Pay Equity Assessment Tool

News

The Littler Pay Equity Assessment measures compensation differences between demographic groups, identifies those that are statistically significant, and determines the extent to which these differences reflect legitimate business considerations.

Love Contracts and Policies on Office Romance: What Can an Employer Do?

Insight

employers must be diligent in making sure that the policies are enforced fairly and without a disparate impact, writes Ashley Robertson Parr for Nexsen Pruet.

Attempting to Insert New Term into Collective Bargaining

Agreement Not Agreed to in Negotiations Violates the Law

Insight

A signed agreement serves as an absolute bar to employees filing a decertification petition during the term of the agreement, while an unsigned agreement does not bar such a petition.

Hunton & Williams Adds Team to National Labor and Employment Practice

News

Hunton & Williams LLP announces the expansion of its national labor and employment practice with the addition of partners Michele J. Beilke and Julia Y. Trankiem and two associates in Los Angeles.

GC Roles at Large Banks Went Mostly to Women in 2017

News

The ranks of women general counsel in the Fortune 500 continued to grow in 2017, particularly in the financial

services industry, though it remains more male-dominated than other sectors, according to a Bloomberg Law report.

Will the Supreme Court Deal a Blow to Trade Unions?

News

The case asks whether public employees who choose not to join their designated union may nevertheless be charged “agency fees” to support collective bargaining.

A Third of Americans Are Leashed to Their Companies By Non-Disclosure Agreements

Insight

Amy X. Wang, writing for Quartz at Work, says the contracts have been steadily growing in both number and breadth as companies grow warier about competition and proprietary material.

NDAs Are Out of Control. Here's What Needs to Change

Insight

Preventing workers from using their knowledge and skills beyond a single workplace is harmful not simply to the worker but to entrepreneurship, competition, and economic growth, writes Orly Lobel in the Harvard Business Review.

Employer's Notice of Mandatory Arbitration Program May Be Insufficient to Compel Arbitration

Insight

Something more is required in order to be able to infer the employee's knowing assent to the new term of employment, the Sixth Circuit ruled.

Sexual Harassment Settlements are No Longer Tax Deductible

Insight

Settling gender, race, national origin, homosexuality,

retaliation, and hostile workplace allegations confidentially is still a tax deductible event. BUT, Sexual harassment settlements are no longer tax deductible!

Tech Start-Up Fires Engineers Amid Union Organizing Effort

News

The move came less than two weeks after the workers filed a petition to join a CWA unit and days before a union election hearing scheduled for Jan 31," according to Bloomberg.

New Research Report: Global Trends in Hiring Outside Counsel

Insight

The Globality report has information on the latest industry viewpoint about hiring outside counsel, That information was gathered from more than 300 GCs from organizations with more than $1 billion in revenue.

Workplace Litigation Report: The Good and the Bad

News

Employers can find good news and some bad news in Seyfarth Shaw’s 14th Annual Workplace Class Action Litigation, which analyzes 1,408 rulings.