By Firing Engineer, Google Shows What You Can Say – And What You Can't – At Work

News

When a Google employee wrote in a memo that women are not as qualified as men to be software engineers, he learned the hard way that free speech protections only go so far, writes Tracey Lien for *The Los Angeles Times*.

Making Sure Your At-Will Employees Remain At-Will

Insight

Employers must ensure that their supervisors do not unwittingly modify the at-will relationship with employees, warns Pullman & Comley.

Work for Us – Or Else: The Rise of Noncompete Contracts

Insight

Some companies have taken the idea of demanding loyalty through noncompetition agreements a bit too far, writes Alan Greenblatt in *Governing*.

How to Manage Non-Disclosure Agreements

Insight

Aliya Ramji, director of legal and business strategy for Figure 1 Inc., responds in ACC Docket to a question from a corporate lawyer who asks about the most important parts of a non-disclosure agreements.

Tip #1 for Drafting Executive Employment Agreements: Define "Cause" Broadly

Insight

Bill Wortel of Bryan Cave advises that an executive employment agreement should include a definition of cause that provides the company with flexibility to terminate an executive for legitimate, non-discriminatory business reasons.

Want to Peek at Your

Employee’s Email? Be Careful

Insight

Employers should be wary of accessing an employee’s web-based email account without permission, writes Clarence Webster III of Bradley Arant Boult Cummings.

Workplace Plaintiffs Face Long Odds at Trial, Analytics Data Indicates

News

The ABA Journal reports that only 1 percent of plaintiffs who file federal job discrimination, harassment and retaliation claims win on the merits at trial, according to an analysis by the Lex Machina legal analytics firm.

Webcast: Emerging Trends And Legal Analytics For Employment Litigation

Event, July 13, 12 p.m. EDT

Above the law and Lex Machina will offer an overview of recent developments in employment litigation, including the rise of legal analytics.

When Employees Take Workplace Communication Offline

Insight

Employers are obligated to investigate certain discrimination complaints and they are required to prevent retaliation. The problem comes when employers investigate workplace affairs without a worthwhile non-retaliation policy. This article explores the interplay between non-retaliation policies and workplace investigations.

What Would the Perfect Employee Agreement Look Like?

Insight

Bryan K. Wheelock of Harness Dickey has posted an item on the firm’s website contemplating what perfection might look like in regard to an employee agreement.

Class Action Accuses Steptoe

& Johnson of Gender Bias

News

Ji-In Houck of Los Angeles says her starting pay at the firm as a contract attorney was barely half the $165,000 that inexperienced male lawyers made – though she had experience in civil litigation.

The Importance of Having an Anti-Retaliation Policy When Conducting an Investigation

Insight

Employers are obligated to investigate certain discrimination complaints and they are required to prevent retaliation, advises Natalie Lynch of Lynch Service Company.

Uber Fires 20 Employees After Harassment Probe

News

Uber Technologies Inc. said it fired 20 employees and was improving management training following an investigation by a law firm into sexual harassment allegations and other claims at the ride-hailing company, according to a Reuters report.

Are Restrictive Covenants Enforceable When Employee Converts to ‘At-Will’ Employment?

Insight

A post by Pietragallo Gordon Alfano Bosick & Raspanti discusses a recent case that dealt with the question of what happens to restrictive covenants in an employment contract when an employee converts to at-will status.

Fear of Career Damage Led Woman to Sue Proskauer Anonymously

News

Bloomberg Law is reporting that Proskauer Rose has become the latest Big Law firm to be hit with a gender discrimination lawsuit by a female partner.

Speaking Out About Employer's Personal Views Results in Termination

News

Unhappy with his boss and former friend's close association with the Trump administration, David Magerman aired his concerns about Renaissance Technologies President Robert Mercer in a February interview with the *Wall Street Journal*, according to a post on the website of Androvett Legal Media.

Littler Survey Reveals Employers Caught in a Tangled Web of Federal, State and Local Laws

Insight

Littler's sixth annual survey of more than 1,200 employers finds growing uncertainty as a new administration and various technological and social changes reshape the workplace,

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House Republicans Just Voted to Change Overtime Rules for Workers

News

The bill could make it legal for workers to choose between an hour and a half of paid comp time and time-and-a-half pay when they work additional hours, *The Washington Post* reports.

Bad Judgment on Social Media May Lead to Job Offer Withdrawals

Insight

Many employers these days Google prospective hires and look them up on social media for any evidence of red flags that indicate that the applicant may be violent, unethical, unstable or simply have bad judgment, according to a post on the website of Androvett Legal Media & Marketing.

Fox News Hit With Suit

Alleging Racial Discrimination and ‘Plantation-Style Management’

News

An expanded lawsuit filed Tuesday accuses Fox News Channel of racial discrimination “that appears more akin to Plantation-style management than a modern-day work environment,” reports the Associated Press.