States Look for New Angle to Fight No-Poach Agreements

Insight

No-poach agreements should be limited in scope and duration, and if no-hire provisions are included, they should be limited to upper-level management, according to Fisher & Phillips.

Abuse Allegations Arise in Wake of Lionsgate GC's 2017 Departure

News

The former general counsel of Lionsgate Entertainment left the company amid allegations of sexual misconduct and abuse, *Variety* reports.

After One Month in Role, Texas Instruments CEO Ousted for Personal Conduct

News

The Dallas Morning News is reporting that Texas Instruments chief executive and president Brian Crutcher has been removed

from his position after violations of the company’s code of conduct.

Employers at Higher Risk of Age-Discrimination Litigation with Changing Worker Demographics

Insight

To keep pace with changing demographics of the workforce, it is crucial that employers provide adequate training and guidance to its workforce on best practices in recruiting, hiring and evaluating employees, advises Miller Canfield.

Does Your Employee Agreement Address These Three Often-Overlooked IP Provisions?

Insight

Intellectual property can be one of the most valuable assets of a company and should not be glossed over, warns John E. Munro of Harness, Dickey & Pierce.

Fifth Circuit Overturns Arbitration Order Where Employer Failed to Countersign Agreement

News

The 5th U.S. Circuit Court of Appeals has reversed a Texas federal court's order compelling arbitration in a sexual harassment and discrimination case because one party failed to sign an agreement to arbitrate, reports Karl Bayer in the Disputing blog.

How Important are Irreparable Injury Provisions in Non-Compete Agreements?

News

Employers who use non-compete agreements take note: Minnesota courts want to see more than just words in a contract before they will grant injunctive relief against a former employee, warns a post on the website of Dorsey & Whitney LLP.

Halliburton Accused by Government of Harassing Muslim Workers

News

The lawsuit continues the agency’s crackdown on employer practices or other workplace behaviors that target workers who are Muslim or Sikh, or of Arab, Middle Eastern, or South Asian descent, according to Bloomberg Law.

Port of Seattle Ousts GC Over Workplace Complaint – and Gives Him $500,000 Payout

News

Craig Watson had been with the Port of Seattle for 28 years, serving as general counsel for the past 13 years.

Female Attorneys Harassed at Big and Small Firms, Survey

Shows

News

Nearly 38 percent of respondents said they'd been the recipient of an unwanted sexual email, text or instant message at work, according to the Bloomberg Law report on the Massachusetts study.

Limits to Enforcement of Non-Compete Agreements

Insight

The court found that by preventing the individual from performing any work or services, whether as an employee, consultant or independent contractor, for any competitor, the agreement went beyond the limits of reasonableness, according to Pullman & Comley's Working Together blog.

Former Partner Hits Jones Day With Gender Bias Suit

News

The complaint describes Jones Day as a "fraternity" in which women are dependent on male lawyers for success and in which business development occurs primarily at strip clubs and sports events, according to Bloomberg Law.

Are Your Employees' Electronically-Signed Agreements Enforceable?

Insight

In several recent cases, employees have disputed that they electronically acknowledged an agreement with their employer," writes Drew York for Gray Reed & McGraw.

VA Nurses' Class-Action Overtime Lawsuit Could Open Door to More Plaintiffs

News

Class representatives brought the lawsuit on behalf of nurse practitioners and physician assistants from VA facilities across the country.

Nurse Practitioners,

Physician Assistants Receive Class Action Status in VA Overtime Suit

News

A federal judge has certified a class action lawsuit involving nurse practitioners and physician assistants accusing the U.S. Department of Veterans Affairs of failing to pay overtime since 2006.

Restrictive Covenants in Non-Compete Agreements: Broader is Not Better

Insight

The opinion demonstrates why it is so important to limit the activities prohibited by a restrictive covenant, as well as the geographic scope and duration, to what is reasonably needed to protect the employer, according to Roetzel & Andress.

Littler Survey: Employers

Reeling from Regulatory Shifts, New Forces Impacting Workplace

Insight

Littler's seventh annual survey of more than 1,100 employers reveals how companies are responding to rapid social and political changes.

Chipotle Cuts Losses, Settles Case With Ex-Worker Rather Than Face Big Damages

News

Chipotle Mexican Grill Inc. on Monday reached a confidential settlement with a former employee, rather than face punitive damages for wrongfully firing her in January 2015 from the the restaurant she once managed, reports *The Fresno Bee*.

Gig Worker's Hopes of Arguing Case in Court Are Dashed By

Arbitration Agreement

Insight

The April 25 decision is a solid win for gig employers and could provide a template for how other similar businesses should structure their own arbitration agreements, according to Fisher & Phillips LLP.

Federal Court Dismisses Non-Compete Claim Based on Facially Overbroad Activity Restraint

Insight

The covenant restricted the employee from taking any position with another company that engaged in the same business as the employer.