



## James A. Paretti Jr.

Shareholder

Co-Chair, Workplace Policy Institute

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## Overview

James A. Paretti, Jr. is an experienced management-side employment and labor relations attorney with in-depth political and policy knowledge of labor, pension, healthcare and employment law, regulations and legislation. Jim is well versed in all aspects of legislative and political processes with demonstrated knowledge in the substance of federal labor and employment policy. He has over two decades of experience working with federal legislators and policymakers, including former Speaker of the U.S. House of Representatives, Chairmen of the U.S. House Committee on Education and the Workforce, and senior level administration officials.

Prior to joining Littler, Jim was chief of staff and senior counsel to the acting chair of the Equal Employment Opportunity Commission. He provided legal and political counsel with respect to all aspects of agency business, administered and managed the Office of the Chair where he was responsible for over 2,200 employees and a 375 million dollar annual budget, and served as primary liaison to regulated stakeholders and Capitol Hill.

His extensive experience includes developing policy and providing legal counsel on the Committee on Education and Labor in the U.S. House of Representatives as well as coordinating external communications and media relations for a senior member of Congress. Jim represented corporate and nonprofit clients in employment litigation in federal and state court, before administrative agencies and in private arbitration while with two Boston firms.

During law school, he held positions as editor as well as note and comment editor for the *New York University Law Review*.

## Events & Speaking Engagements

### Litigation Strategies to Defend Against Claims of AI Discrimination

November 20, 2024

### 2024 Florida Regional Employer Conference

Orlando, FL

November 14, 2024

**2024 Post-Election Recap and Outlook for Labor and Employment Policy**

November 12, 2024

**An Insider's View of the EEOC: Recent and Current Strategies, Litigation, Settlements and What's on the Horizon**

July 17, 2024

**2024 Mid-Atlantic Regional Employer Conference**

Washington, DC

June 21, 2024

**The DOL's Final Overtime Rule**

June 10, 2024

**An Insider's View of the EEOC: Recent and Current Strategies, Litigation, Settlements and What's on the Horizon**

Littler Executive Employer Conference, Phoenix, AZ

May 10, 2024

**My Rights Versus Yours: Human Rights Protection in Tension with Religious Freedoms**

Littler Executive Employer Conference, Phoenix, AZ

May 8, 2024

**A View from D.C. - What's Happening with the DOL, EEOC, and OSHA**

Wisconsin Manufacturers & Commerce Annual Workforce & HR Conference, Madison, WI

May 2, 2024

**DOL Announces New FLSA Overtime Salary Threshold**

April 26, 2024

**Everything You Need to Know About the FTC's Final Rule on Noncompetes in 30 Minutes**

April 25, 2024

**Joint Employer: Are Franchise Companies in the Clear?**

International Franchise Association (IFA)

April 23, 2024

**2023 Littler AI Summit**

Washington, DC

September 21, 2023

**Federal Level Efforts to Regulate AI in HR Decision-Making**

July 27, 2023

**2023 Mid-Atlantic Regional Employer Conference**

Washington, DC

June 16, 2023

**Navigating Minnesota's New Noncompete Ban and FTC's Proposed Rule**

June 8, 2023

**WPI: The New Era of Divided Government: What are the Implications for Employers?**

Littler Executive Employer Conference, Phoenix, AZ

May 11, 2023

**Inclusion, Equity & Diversity 2.0 – A Panoramic View and Update of IE&D's Hot Issues**

Littler Executive Employer Conference, Phoenix, AZ

May 10, 2023

**Session Three: How Employers Can Prepare for the Future Legislative and Regulatory Framework Governing the Use of AI Tools in HR Decisions**

December 1, 2022

**2022 Philadelphia Regional Employer Conference**

Philadelphia, PA

October 28, 2022

**Session Two: The Current Legislative and Regulatory Framework Governing the Use of AI Tools in HR Decisions**

October 13, 2022

**Littler AI Summit**

Washington, DC

September 28, 2022

**Littler WPI Annual Labor Day Report**

September 12, 2022

**2022 Mid-Atlantic Regional Employer Conference**

Washington, DC

June 8, 2022

**WPI Insider Briefing: What to Expect in Year Two of the Biden Administration (and in the States!)**

Littler Executive Employer Conference

May 5, 2022

**The State of Vaccinations and Testing – A Continued Conundrum**

Littler Executive Employer Conference

May 5, 2022

**AI in HR – Staying Ahead of the Curve**

Littler Executive Employer Conference

May 5, 2022

**Littler’s Annual Report on the EEOC: Looking Back at FY 2021 Developments and Looking Forward at the Commission’s Plans for FY 2022**

April 27, 2022

**What to Expect in Year Two of the Biden Administration: WPI’s Labor and Employment Outlook**

February 23, 2022

**OFCCP’s New Registration and Certification Requirements**

February 15, 2022

**COVID-19 in the Workplace: Recent Developments and Compliance Challenges - Session 22**

Sacramento, CA

January 7, 2022

**The COVID Vaccine ETS - What You Need to Know About the New Standard**

November 11, 2021

**Giving It Your Best Shot! COVID-19 Vaccine Mandates and Accommodation Requests**

September 17, 2021

**The Biden Labor Agenda: What Lies Ahead**

September 16, 2021

**2021 Mid-Atlantic Virtual Employer Conference**

September 9, 2021

**The EEOC: What to Expect from the New Administration**

2021 Executive Employer Conference

May 12, 2021

**Littler’s Annual Report on the EEOC: A Practical Primer on Organizational, Procedural and Case Developments**

April 14, 2021

**What to Expect in the Biden Administration and 117th Congress: WPI's Labor and Employment Outlook**

January 22, 2021

**Tysons Corner Fall Mini Series: Elections Matter: An Update on the Impacts of the 2020 Election**

Tysons Corner, VA

December 16, 2020

**Proposition 22: California and Beyond**

November 17, 2020

**WPI Post-Election Update**

November 6, 2020

**A Littler Workplace Policy Institute Webinar: The "New" AB 5**

August 27, 2020

**COVID-19 in the Workplace: Compliance Challenges, Policy Options**

April 10, 2020

**Practical Issues for Employers in Navigating the New Federal Emergency Paid FMLA and Sick Leave Mandates**

March 24, 2020

**Littler's Annual Report on the EEOC: A Practical Primer On Organizational, Procedural, and Case Developments**

March 10, 2020

**Pay Equity: EEO-1s, the EEOC and the States - Where Do We Go From Here?**

November 22, 2019

**It's NOT as Easy as A-B-C! Practical Tips for Doing Business in California Post AB 5**

October 1, 2019

**EEO-1 Component 2 Reporting: What You Need to Know and How to Get It Done**

July 19, 2019

**EEOC Update**

2019 Mid-Atlantic Employer Conference, Bethesda, MD

June 7, 2019

**The Latest Developments in Federal Labor Policy: A Workplace Policy Institute Briefing**

April 9, 2019

**Littler’s Annual Report on the EEOC: Where We’ve Been and What’s on the Horizon**

February 22, 2019

**Littler's Annual Report on the EEOC: Where We've Been and What's on the Horizon**

February 19, 2019

**WPI Post-Election Update**

Washington, DC

November 9, 2018

**Recognition**

- Recipient, John J. Galgay Fellowship in Bankruptcy and Reorganization Law *New York University School of Law*, 1995
- Dean's List *Harvard College*, all semesters

**Education**

J.D., New York University School of Law, 1997, *cum laude*

A.B., Harvard College, 1990

**Bar Admissions**

District of Columbia

New York

Massachusetts

**Publications & Press**

**Policy Week in Review – March 28, 2025**

*Littler ASAP*

March 28, 2025

**Littler Appoints New Chairs of Workplace Policy Institute**

*Press Release*

March 28, 2025

**EEOC Guidance Flags Affinity Groups As Potentially Risky**

*In the News*

March 26, 2025

**Policy Week in Review – March 21, 2025**

*Littler ASAP*

March 21, 2025

**EEOC, DOJ Issue DEI Technical ‘Assistance’**

*External Publication*

March 21, 2025

**EEOC and Department of Justice Issue Technical Assistance on DEI**

*Littler ASAP*

March 20, 2025

**President Trump Decreases Minimum Wage for Federal Contractors**

*Littler ASAP*

March 19, 2025

**Policy Week in Review – March 14, 2025**

*Littler ASAP*

March 14, 2025

**Policy Week in Review – March 7, 2025**

*Littler ASAP*

March 7, 2025

**Policy Week in Review - February 28, 2025**

*Littler ASAP*

February 28, 2025

**Policy Week in Review - February 14, 2025**

*Littler ASAP*

February 14, 2025

**Policy Week in Review - February 7, 2025**

*Littler ASAP*

February 7, 2025

**The First 100 Days: Shakeups at the NLRB and EEOC**

*Littler Podcast*

February 5, 2025

**Trump is attacking DEI in government and beyond. What will be the impact?**

*In the News*

February 4, 2025

**National Labor Relations Board Continues Routine Operations with Lack of Quorum**

*Littler ASAP*

February 3, 2025

**Policy Week in Review - January 31, 2025**

*Littler ASAP*

January 31, 2025

**EEOC Acting Chair Issues Statement on Gender Identity, Removes Guidance on Transgender Issues**

*Littler ASAP*

January 29, 2025

**Trump Fires EEOC Commissioners, General Counsel, Depriving Agency of Quorum**

*Littler ASAP*

January 29, 2025

**Trump shoves EEOC Democrats aside**

*In the News*

January 28, 2025

**Trump shakes up NLRB, cans Democratic member Wilcox in ‘unprecedented’ move**

*In the News*

January 28, 2025

**White House Terminates National Labor Relations Board General Counsel Jennifer Abruzzo and Member Gwynne Wilcox**

*Littler ASAP*

January 28, 2025

**Trump’s First Week Filled with Sweeping Executive Actions Relating to Labor & Employment Law**

*Littler ASAP*

January 24, 2025

**The War on D.E.I. Heats Up**

*In the News*

January 23, 2025

**The Global Guide Quarterly (Quarter 4, 2024)**

*Littler Global Guide Quarterly*

January 23, 2025

**Incoming Administration Rescinds “Right of First Refusal” Requirements for Certain Employees of Federal Contractors**

*Littler ASAP*



January 21, 2025

**Sole EEOC Republican Leads Surge In Commissioner Charges**

*In the News*

January 16, 2025

**Trump presidency likely means a rollback of Biden-era workplace regulations**

*In the News*

January 7, 2025

**What Trump's Win Means For Labor And Employment Law**

*External Publication*

November 21, 2024

**Overtime Rule's Demise Has Employers Mulling Pay Raise Reversals**

*In the News*

November 20, 2024

**Federal Court Strikes Down Rule Raising Salary Threshold for White Collar Overtime Exemptions**

*Littler ASAP*

November 15, 2024

**Court Strikes Down Overtime Salary Threshold Rule**

*External Publication*

November 15, 2024

**Texas Court to Weigh Overtime Rule With Trump Rescission Looming**

*In the News*

November 8, 2024

**Contractor Watchdog Under Trump Stands Ready to Police DEI Again**

*In the News*

November 7, 2024

**Littler WPI's Election Report 2024**

*Littler Report*

November 7, 2024

**Labor Department's Pro-Worker Push Imperiled in Trump's Return**

*In the News*

November 6, 2024

**4 employment actions to expect under a second Trump presidency**

*In the News*

November 6, 2024

**Trump's Win Tees Up Big Changes To The EEOC**

*In the News*

November 6, 2024

**GOP Election Wins May Set Stage For Curbing Workplace DEI**

*In the News*

November 6, 2024

**What a Trump return would mean for the EEOC**

*In the News*

November 4, 2024

**Punching In: Su's Future at Labor Unclear Even if Harris Wins**

*In the News*

November 4, 2024

**What A Trump Or Harris Win Means For Stalled Noncompete And Overtime Rules**

*In the News*

November 4, 2024

**Law360 Gives Attys New Tool To Track EEOC Amicus Briefs**

*In the News*

November 4, 2024

**Six high-stakes employment rules that could tilt on the election**

*In the News*

November 4, 2024

**How The Presidential Election Will Affect Workplace AI Regs**

*In the News*

November 4, 2024

**How different would Harris, Trump be for HR? 5 areas to watch**

*In the News*

November 1, 2024

**The Impact of the Presidential Election on Artificial Intelligence Regulations in the Workplace**

*Littler ASAP*

October 22, 2024

**Experts Weigh in on Implications of Failed FTC Non-Compete Ban**

*In the News*

September 5, 2024

**Littler's Workplace Policy Institute Releases 2024 Labor Day Report**

*Press Release*

September 3, 2024

**Ten Employment Issues This Labor Day**

*Littler ASAP*

September 2, 2024

**The Global Guide Quarterly (Quarter 2, 2024)**

*Littler Global Guide Quarterly*

July 24, 2024

**In a 'Landmark Victory' for Franchises, NLRB Drops Expanded Joint Employer Appeal — Here's What it Means for Businesses**

*In the News*

July 22, 2024

**Texas District Court Narrowly Stays and Enjoins FTC's Non-Compete Rule**

*Littler ASAP*

July 4, 2024

**Texas District Court Narrowly Enjoins White-Collar Overtime Regulations**

*Littler ASAP*

June 29, 2024

**Attacks on Overtime Rule's Salary Levels Carry Business Downside**

*In the News*

June 11, 2024

**DOL releases final rule increasing 'white collar' overtime minimum salary levels**

*External Publication*

June 5, 2024

**EEOC Commissioner Charge Hike Puts More Power in Members' Hands**

*In the News*

May 31, 2024

**EEOC Charges Show Workers' Quick Grasp Of Pregnancy Law**

*In the News*

May 17, 2024

**'Not What Anybody Signed Up For': A Legal Expert Weighs In on the Labor Rule That Could Destroy Franchising**

*In the News*

May 15, 2024

**New overtime rule may not survive expected court challenge**

*In the News*

May 10, 2024

**Annual Report on EEOC Developments – Fiscal Year 2023**

*Littler Report*

May 6, 2024

**Punching In: EEOC Brings Harassment Guidance to Virtual Spaces**

*In the News*

May 6, 2024

**EEOC Updates Workplace Harassment Guidance**

*Littler ASAP*

April 30, 2024

**3 Tips For Navigating DOL's New OT Rule**

*In the News*

April 29, 2024

**4 Takeaways From The DOL's Final Overtime Rule**

*In the News*

April 24, 2024

**New overtime rule may not survive expected court challenge**

*In the News*

April 24, 2024

**401(k) Advice, Overtime Rules Poised to Reprise Obama-Era Fights**

*In the News*

April 24, 2024

**DOL's 'unprecedented,' two-pronged overtime rule adds new HR wrinkles**

*In the News*

April 24, 2024

**FTC Issues Final Rule Effectively Banning Workplace Non-Compete Agreements**

*Littler ASAP*

April 23, 2024

**Department of Labor Publishes Final Rule to Update the Salary Level for Overtime Eligibility**

*Littler ASAP*

April 23, 2024

**Partisan Split On Display As EEOC Makes Policy Strides**

*In the News*

April 11, 2024

**Federal Court Vacates NLRB Joint Employer Rule, Restores 2020 "Substantial Direct and Immediate Control" Standard**

*Littler ASAP*

March 10, 2024

**House Hearing Highlights Real Estate Contractor Question**

*In the News*

February 15, 2024

**Mark Cuban's Clash With EEOC Official Shows Bias Proof Confusion**

*In the News*

February 12, 2024

**Employers Ask 'What Is AI' as Regulators Probe Hiring Biases**

*In the News*

January 30, 2024

**Chevron's Potential Demise: What Bias Attys Should Know**

*In the News*

January 26, 2024

**Massachusetts Revises Guidance on Paid Family and Medical Leave**

*External Publication*

January 10, 2024

**U.S. Department of Labor Finalizes Independent Contractor Regulation**

*Littler ASAP*

January 9, 2024

**Massachusetts Revises Paid Family and Medical Leave Guidance to Provide More Discretion to Employers**

*Littler ASAP*

January 2, 2024

**5 Cases General Counsel Should Watch In 2024**

*In the News*

January 2, 2024

**DOL to Require Successor Employers to Offer Right of First Refusal to Predecessor Employees Under Service Contract Act**

*Littler ASAP*

December 18, 2023

**How The High Court Shook Up Workplace Bias Law In 2023**

*In the News*

December 12, 2023

**Justice O'Connor's Lasting Impact On Sex Harassment Law**

*In the News*

December 4, 2023

**10 California Bills that May Resurface in 2024**

*In the News*

November 21, 2023

**In Focus At The EEOC: Emerging And Developing Issues**

*External Publication*

November 15, 2023

**Joint Employment Rules Vary by Agency: Different Tests Explained**

*In the News*

October 27, 2023

**Labor Board's Joint Employer Rule Faces Court, Congress Hurdles**

*In the News*

October 27, 2023

### **3 Takeaways From NLRB's Latest Joint Employment Rule**

*In the News*

October 26, 2023

### **NLRB Final Joint-Employer Rule Dramatically Expands Definition of Joint Employment Under the NLRA**

*Littler ASAP*

October 26, 2023

### **New EEOC Top Cop Bolsters Dem Leaders' Playbook**

*In the News*

October 17, 2023

### **EEOC's Year-End Lawsuit Surge Puts Focus On ADA**

*In the News*

October 6, 2023

### **What To Know If Partisan Gridlock Shuts Down EEOC**

*In the News*

September 27, 2023

### **3 Takeaways From EEOC's Finalized Enforcement Strategy**

*In the News*

September 25, 2023

### **Workplace AI Use On The Rise, But Regulatory Guidance And HR Policies Still Taking Shape, Littler Survey Finds**

*Press Release*

September 25, 2023

### **Littler AI in the Workplace Survey Report 2023**

*Littler Report*

September 25, 2023

### **WPI Labor Day Report 2023**

*Littler Report*

September 5, 2023

### **Littler's Workplace Policy Institute Releases 2023 Labor Day Report**

*Press Release*

September 5, 2023

### **DOL Proposes to Significantly Increase the Minimum Salary Level to Qualify for the "White Collar" Overtime Exemptions**

*Littler ASAP*

August 30, 2023

**EEOC Eyes Revival of Race-Gender Pay Reports, Tempting Lawsuits**

*In the News*

August 18, 2023

**4 Areas To Watch As EEOC Gets Final Puzzle Piece In Place**

*In the News*

August 8, 2023

**EEOC Guidance Provides Examples of Accommodations for People with Visual Disabilities**

*In the News*

August 3, 2023

**Express Yourself – Supreme Court Rules that Businesses May Deny “Expressive Services” to the Public Based on Their Owner’s Beliefs**

*External Publication*

July 25, 2023

**Kotagal's Arrival Pushes EEOC Into High Gear**

*In the News*

July 13, 2023

**Nearly 50 Years Later, the Supreme Court “Clarifies” the Undue Hardship Standard in Religious Accommodation Claims**

*Littler ASAP*

June 30, 2023

**Express Yourself – Supreme Court Rules that Businesses May Deny “Expressive Services” to the Public Based on Their Owner’s Beliefs**

*Littler ASAP*

June 30, 2023

**European AI Act Progresses to the Next Stage of the Legislative Process**

*Littler ASAP*

June 22, 2023

**Latest labor board ruling broadens who’s considered an employee — for now**

*In the News*

June 15, 2023



**Third Try's the Charm? National Labor Relations Board (Again) Narrows Definition of "Independent Contractor" Under the National Labor Relations Act**

*Littler ASAP*

June 14, 2023

**EEOC Issues Guidance on Use of Artificial Intelligence Tools in Employment Selection Procedures Under Title VII**

*Littler ASAP*

May 18, 2023

**Federal regulators urge HR to perform AI bias audits**

*In the News*

May 18, 2023

**EEOC Issues Guidance on Use of AI**

*In the News*

May 18, 2023

**An Overview of the Employment Law Issues Posed by Generative AI in the Workplace**

*Littler Report*

May 11, 2023

**NYC Agency to Hold Employer-focused Roundtable to Clarify New AI Regulations**

*Littler ASAP*

April 27, 2023

**Annual Report on EEOC Developments – Fiscal Year 2022**

*Littler Report*

April 25, 2023

**Littler WPI Contests FTC Proposed Ban on Non-Competes on Behalf of Employers**

*Press Release*

April 24, 2023

**Supreme Court Hears Oral Argument on Title VII Religious Accommodation Standard**

*Littler ASAP*

April 19, 2023

**New York City Adopts Final Regulations on Use of AI in Hiring and Promotion, Extends Enforcement Date to July 5, 2023**

*Littler ASAP*

April 13, 2023

**Tiger Woods Case Tests Breadth of New #MeToo Nondisclosure Law**

*In the News*

March 22, 2023

**3 Takeaways From The EEOC's Latest Performance Report**

*In the News*

March 14, 2023

**California Legislature Serves Up Bill Proposing Joint Employer Liability For Fast Food Franchisors**

*Littler ASAP*

February 21, 2023

**When It Comes to AI-Based Recruiting Tech, Tread Carefully**

*In the News*

February 14, 2023

**Bipartisan Passage of Workplace Laws Puts Employers on Notice**

*In the News*

February 3, 2023

**What are the key areas our organization should keep top of mind when considering AI and ADA in our workplace?**

*Littler 2 the Point Video*

January 24, 2023

**4 Priorities Highlighted In The EEOC's Draft Enforcement Plan**

*In the News*

January 11, 2023

**Regulatory Update: New Law Ends Sexual Harassment NDAs**

*In the News*

January 5, 2023

**Discrimination Legislation And Regulations To Watch In 2023**

*In the News*

January 2, 2023

**National Labor Relations Board Expands Make-Whole Remedy**

*Littler ASAP*

December 15, 2022

**President Biden Enacts Speak Out Act Curtailing the Use of Pre-Dispute Non-Disclosure and Non-Disparagement Clauses Involving Sexual Assault and Harassment Claims**

*Littler ASAP*

December 12, 2022

**New York City Defers AI Law Enforcement to April 15, 2023**

*Littler ASAP*

December 12, 2022

**How Biden's pledge to be the 'most pro-union' US president has affected HR**

*In the News*

November 29, 2022

**Gig Workers Face Unclear Path in Bill to Nix Nondisclosure Pacts**

*In the News*

November 28, 2022

**OFCCP Sued to Compel Release of EEO-1 Data**

*Littler ASAP*

November 22, 2022

**Confusion Reigns over Approaching New York City AI Bias Audit Law**

*In the News*

November 16, 2022

**3 Areas Where A Democratic-Led EEOC Will Leave Its Mark**

*In the News*

November 10, 2022

**Midterm Election Results Could Put EEOC Under Microscope**

*In the News*

November 4, 2022

**NLRB General Counsel Calls for Board to Crack Down on Electronic Surveillance and Automated Management Practices**

*Littler ASAP*

November 3, 2022

**Employers, It's Time to Update Your EEO Poster**

*Littler ASAP*

October 25, 2022

**New Guidance on Contractor Vaccine Mandate Anticipated Soon**

*Littler ASAP*

October 18, 2022

**Department of Labor Proposes New Rule for Independent Contractor Status**

*Littler ASAP*

October 11, 2022

**New York City Proposes Rules on Automated Employment Decision Tools**

*In the News*

September 26, 2022

**New York City Proposes Regulations to Clarify Requirements for Using Automated Employment Decision Tools**

*Littler ASAP*

September 23, 2022

**NLRB's Joint Employer Move May Foreshadow EEOC Action**

*In the News*

September 12, 2022

**NLRB's Proposed Joint-Employer Standard Would Dramatically Expand the Scope of "Joint Employment"**

*External Publication*

September 12, 2022

**Littler's Annual Labor Day Report**

*In the News*

September 7, 2022

**NLRB Proposes New Joint-Employer Standard That Would Dramatically Expand Scope of "Joint Employment" Under the National Labor Relations Act**

*Littler ASAP*

September 6, 2022

**Littler's Workplace Policy Institute Releases 2022 Labor Day Report**

*Press Release*

September 6, 2022

**WPI Labor Day Report 2022**

*Littler Report*

September 5, 2022

**Appeals Court Limits Injunction of Government Contractor Vaccine Mandate, But Enforcement Unlikely for Now**

*Littler ASAP*

September 2, 2022

**OFCCP Plans to Disclose Confidential Employer EEO-1 Data: Can Employers Protect Their Information?**

*Littler ASAP*

August 22, 2022

**EEOC Nominee Opposition Stems From Fear of Panel Majority Shift**

*In the News*

August 4, 2022

**EEOC Updates COVID-19 Guidance, Potentially Limiting Employers' Ability to Screen Employees for COVID-19**

*Littler ASAP*

July 14, 2022

**NLRB GC's Settlement Push Already Being Felt, Attys Say**

*In the News*

July 12, 2022

**U.S. District Court Denies Preliminary Injunction Against Florida "Stop-WOKE" Law**

*External Publication*

July 7, 2022

**Down But Not Out: U.S. District Court Denies Preliminary Injunction Against Florida "Stop-WOKE" Law**

*Littler ASAP*

June 28, 2022

**New Connecticut law limits "captive audience" meetings in the workplace**

*In the News*

June 28, 2022

**NLRB General Counsel Continues Push for Extraordinary Remedies**

*Littler ASAP*

June 27, 2022

**Spring Regulatory Agenda Provides Roadmap to Anticipated Federal Rulemaking**

*Littler ASAP*

June 22, 2022

**How Federal Workplace Law Could Apply In A Post-Roe World**

*In the News*

May 20, 2022

**EEOC Issues Guidance on Artificial Intelligence and Americans with Disabilities Act Considerations**

*Littler ASAP*

May 18, 2022

**Littler Survey: Competitive Talent Market and Pandemic Uncertainty Complicate Return-to-Office Policies**

*Press Release*

May 4, 2022

**The Littler Annual Employer Survey 2022**

*Littler Report*

May 4, 2022

**Annual Report on EEOC Developments – Fiscal Year 2021**

*Littler Report*

April 26, 2022

**Florida Limits Permissible Workplace Training on Diversity, Implicit Bias, and Systemic Racism**

*Littler ASAP*

April 22, 2022

**USDOL's Proposed Rewrite of Davis-Bacon Enforcement Rules: Back to the 1970s**

*Littler ASAP*

April 18, 2022

**NLRB General Counsel Aggressively Seeks to Expand Unions' Right to Demand Recognition; Restrict Employer Speech**

*Littler ASAP*

April 12, 2022

**Application of 'ABC Test' to Franchise Relationships May Cause 'Wave of Misclassification Litigation,' Employment Lawyers Say**

*In the News*

April 12, 2022

**Judge Ketanji Brown Jackson is Confirmed as Next SCOTUS Justice**

*Littler ASAP*

April 7, 2022

**New OFCCP Directive Increases Employer Burden in Compliance Review Process**

*Littler ASAP*

April 5, 2022

**Two Developments Could Impact California's Proposed Regulations Governing AI and Automated Decision-making**

*Littler ASAP*

April 4, 2022

**4 More Things The EEOC Could Do To Help LGBTQ Workers**

*In the News*

April 1, 2022

**Massachusetts Top Court Issues Key Ruling Impacting Independent Contractors**

*Littler ASAP*

March 31, 2022

**America's Top Employers Are Winning at RaceData Transparency - Except Musk and Buffett**

*In the News*

March 21, 2022

**California Fair Employment & Housing Council Proposes Sweeping Regulation of Automated Decision-making and Artificial Intelligence in Employment**

*Littler ASAP*

March 17, 2022

**Federal Court Decision Protects Independent Contractor Status**

*Littler ASAP*

March 15, 2022

**EEOC Budget Could See \$15.5M Boost From Spending Bill**

*In the News*

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**Following Ukraine Invasion, Russian-American Workers Are Being Harassed**

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**Labor of Law: Should Employers Be Liable When Their AI Tools Break the Law?**

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**Court shifts vaccine choice back to employers**

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**4 Discrimination Questions Employers Have About COVID-19**

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**An Update on the Federal Contractor Vaccine Mandate: No Need to Comply for Now, but Private Arrangements May Still be Enforceable**

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**Labor Agencies Face Biden Enforcement Push Without Extra Funding**

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**Justices Sink Vax-Or-Test Rule But Clear Health Care Mandate**

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**Supreme Court Stays OSHA “Vaccinate or Test” Emergency Temporary Standard**

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**Justices Seem Divided on OSHA’s Authority to Issue Vaccine-or-Testing ETS**

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**Biden’s federal vaccine mandate for workplace in trouble at Supreme Court**

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**U.S. Supreme Court to Hear Oral Argument on OSHA ETS, Medicare/Medicaid Vaccination Mandates on Friday, January 7, 2022**

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**New York City Enacts Law that Hinders Use of Automated Tools in Hiring and Promotion Decisions**

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**Cal/OSHA Approves 2nd Readoption of ETS and Governor Issues Order Potentially Further Extending COVID Restrictions**

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**Reprisal on the Rise: EEOC Updates Addresses COVID-Related Retaliation**

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**Down the Rabbit Hole: A Trip through the OFCCP's New Contractor Portal**

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**EEOC Gridlock Over Regulatory Playbook to Continue into 2022**

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**Federal Contractor and Subcontractor Vaccine Mandate Temporarily Enjoined in Kentucky, Ohio, and Tennessee**

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**Punching In: Biden's Work Retaliation Enforcement Push Is Coming**

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**Alabama Joins Pushback on Vaccine Mandates**

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**The Safer Federal Workforce Task Force Publishes Additional Federal Contractor and Subcontractor Guidance**

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**4 Steps for Handling Religious Objections to Workplace Vaccine Mandates**

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**Guide to Federal Contractor Obligations under Recent COVID-19 Executive Orders**

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**The Safer Federal Workforce Task Force Publishes its Federal Contractor and Subcontractor Guidance**

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**President Biden’s COVID-19 Action Plan—What Employers Want to Know**

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**Many Unknowns as Franchise Industry Considers COVID Vaccine Mandate**

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**White House Announces Vaccine Mandates for Employees of Large Private Employers, Federal Contractors, and Most Healthcare Employers**

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**U.S. House Poised to Add Civil Penalties to National Labor Relations Act**

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**WPI Labor Day Report 2021**

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**OFCCP Reverses Course, Will Use EEO-1 Pay Data for Investigation, Enforcement**

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**Employers Tiptoeing into TikTok Hiring: Beware, Attorneys Say**

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**Biden Announces Vaccine Requirements for Federal Employees, Contractors**

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**Department of Labor Withdraws Joint Employer Regulations**

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**Mandating COVID-19 Vaccines**

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**Why Workplace COVID-19 Vaccine Mandates Aren't Widespread -- Yet**

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**EEOC's Pandemic Operations Get High Marks From Lawyers**

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**President Biden Seeks to Regulate (and Potentially Ban) Non-Competes**

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**What To Know About EEOC Conciliation Regs' Coming Demise**

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**Labor and Employment Rulemaking Prominent in President Biden's First Regulatory Agenda**

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**COVID-19 Vaccine Ruling Is Good News for Employers, Lawyers Say**

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**Dear Littler: May We Ask Our Employees About Their COVID-19 Vaccination Status?**

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**President's FY 2022 Budget Proposal Boosts Labor and Employment Funding**

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**Biden Nominates SEIU Attorney to National Labor Relations Board**

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**Key Takeaways from the EEOC's Updated Guidance Regarding COVID-19 Vaccinations, Incentives**

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**EEOC Blesses Vaccine Incentives, But Gray Areas Remain**

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**What Biden's worker organizing task force could mean for non-union employers**

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**Employers Should Start Preparing their EEO-1 Reports Now**

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**DOL Withdraws Independent Contractor Regulations, Meaning More Uncertainty for Employers**

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**Hitting the Ground Running: The First 100 Days of the Biden Administration, and Key Takeaways for Employers**

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**Biden Increases Minimum Wage and Phases Out Tip Credit for Federal Contractors**

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**Paid Family Leave In \$1.8T Biden Plan No Sure Thing**

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**Biden Issues Executive Order to Encourage Worker Organizing and Bargaining**

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**Can My Boss Force Me Not to Wear a Face Mask at Work?**

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**Biden Calls on Employers to Provide Paid Time Off for Vaccination**

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**EEOC Hiring Bump May Mean Faster Outcomes, Bigger Cases**

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**What's at Stake with the PRO Act Vote**

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**Biden Unveils Infrastructure Plan with Heavy Focus on Organized Labor**

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**Inaugural Report of Littler's Global Workplace Transformation Initiative**

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**OFCCP Week In Review**

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**Latest COVID-19 Relief Package Provides Tax Credits for Voluntary Paid Sick and Family Leave**

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**Biden signs coronavirus relief law expanding FFCRA tax credit, unemployment funding**

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**Department of Labor Proposes to Roll Back Joint Employment, Independent Contractor Rules**

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**House Passes Sweeping Labor Law Rewrite**

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**\$1.9 Trillion COVID Relief Package on Track to Become Law**

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**Annual Report on EEOC Developments – Fiscal Year 2020**

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**DOL Gets 1,500 Comments On Contractor Rule Delay Proposal**

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**Equality Act's Critics Rally Around RFRA Nullification**

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**OFCCP Has Fresh Chance to Improve Diversity, Compensation Enforcement**

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**California DFEH on Track to Collect Pay Data Reports by March 31, 2021**

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**W-2s May Need to Be Corrected Due to the FFCRA**

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**Biden Revokes Trump Executive Order on Diversity and Inclusion, Adopts Policies “Advancing Racial Equity” and Extending LGBT Protections**

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**Restaurants push for more access to COVID vaccine, but unlikely to force workers to receive it**

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**Biden Names Charlotte Burrows as EEOC Chair**

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**What to Expect in Labor and Employment Law Under the Biden Administration**

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**President-Elect Biden Releases COVID-19 Economic Stimulus Proposal**

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**DOL Simplifies Independent Contractor Analysis in Final Rule**

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**Bostock's Been On The Books For 6 Months. What's Next?**

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**Trump signs coronavirus relief bill without demanded revisions**

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**Federal Court Issues Nationwide Injunction of Executive Order on Diversity and Inclusion Training**

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**Congress Set to Approve Additional COVID-19 Relief for Individuals, Small Businesses**

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**Coronavirus relief bill extends FFCRA tax credits to March 2021**

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**Storage, Dosage Demands Push Employers' Covid-19 Shots Off Site**

*In the News*

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**EEOC Issues Guidance on COVID-19 Vaccination Policies**

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**EEOC Predicted to Veer From Novel Lawsuits in Early Biden Years**

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**California Provides Additional Guidance on Employee Pay Data Reporting**

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**Littler WPI's Election Report: How Voters Have Shaped Workplace Policy**

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**Future Biden EEOC Chair May Face Headwinds with GOP Majority**

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**California's Proposition 22: Impacts in the Golden State and Beyond**

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**California Offers Limited Guidance on New Pay Data Reporting Requirements; Further Guidance Expected**

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**Demystifying President Trump's Executive Order on Diversity Training**

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**OFCCP Issues Voluntary Request for Information Regarding Diversity and Inclusion Programs**

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**EEOC Proposes Conciliation Procedures Rule**

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**White House Order Against Diversity Training Generates Confusion**

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**OFCCP Releases FAQs on Diversity and Inclusion Executive Order**

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**Some Diversity Training Programs Are in Limbo After White House Order**

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**'My Brain's Not as Sharp': COVID Woes Stalk Workers Back on Job**

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**AB 5 Update: Newspaper Carriers Secure (Another) One-Year Exception**

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**COVID-19 employment lawsuits**

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**A Closer Look at Trump's Latest SCOTUS Nominee: Judge Amy Coney Barrett**

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**New Executive Order Seeks to Regulate Diversity Training by Federal Contractors and Grant Recipients**

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**6 Tips For Employers Tackling Post-Virus Telework Requests**

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**EEOC Must Follow Certain Steps Before Filing a Systemic Bias Suit**

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**WPI Labor Day Report 2020**

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**The State of American Employment in the Midst of the Pandemic**

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**What Hospitality Employers Can Expect to See in Employment Law if Vice President Biden Wins the Election**

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**Independent Contractor Issues in California: Summer 2020 Update**

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**The "New" AB 5**

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**California Poised to Enact Law Requiring Compensation Data Collection**

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**Treasury Department Issues Guidance on Payroll Tax Deferral**

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**AB 5 Update: AB 2257 Would Amend California Independent Contractor Law**

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**Home Health Agencies Seek Narrower Covid-19 Paid Leave Rule**

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**White House Takes Executive Action on Unemployment Insurance, Payroll Taxes**

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**As the Pandemic Rages On, Liability Protection Is Vital to Economic Recovery**

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**Going Beyond Compliance to End Workplace Harassment**

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**Senate Republicans Unveil Latest COVID-19 Response Legislation**

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**DOL Issues Return-to-Work Guidance Under the Families First Coronavirus Response Act**

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**A Return to Workplace Civility: The NLRB Adopts the Wright Line Burden-Shifting Approach to Section 7 Speech**

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**DOL Issues Return-to-Work Guidance Under the Families First Coronavirus Response Act**

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**Religion, LGBT Rights Again on Collision Course at High Court**

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**Labor and Employment Rulemaking Prominent in Spring 2020 Regulatory Agenda**

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**DOL Provides Guidance on FFCRA Leave Due to Summer Camp Closures**

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**States Enact Laws Limiting COVID-19 Liability**

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**EEOC Rule To Revamp 'Conciliation' Process Is On Horizon**

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**DOL Provides Guidance on FFCRA Leave Relating to Summer Camp and Program Closures**

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**EEOC Reverses Course on Allowing Employers to Test Workers for COVID-19**

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**COVID-19 Lawsuits and Claims Increasing in Courts Nationwide**

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**EEOC Provides Return-to-Work and COVID-19 Antibody Testing Guidance Under Federal Civil Rights Laws**

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**Supreme Court Rules that Gay, Lesbian, and Transgender Individuals Are Protected Under Title VII of the Civil Rights Act**

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**Supreme Court Ruling on Gay Rights Affects Work Life for Millions**

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**Decade Of Work Pays Off In Landmark LGBTQ Rights Ruling**

*In the News*

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**White House Urges Federal Regulators to Support Economic Recovery in Light of COVID-19**

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**House Passes New \$3 Trillion COVID-19 Relief Package with Significant Labor and Employment Provisions, but Future Unclear**

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**Newly Unveiled HEROES Act Includes Grant Program for Employers to Provide Premium Pay to Essential Workers**

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**House Democrats Unveil “Phase 4” COVID-19 Relief Legislation, Including Expansion of Paid Sick and Family Leave, Hazard Pay, and Unemployment Benefits**

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**Risky Business: EEOC Interprets ADA Coverage for Individuals at Higher Risk of Contracting COVID-19**

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**Wave of COVID-19 Litigation Already Rising, Threatening Employers as They Return to Work**

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**EEOC Will Not Collect EEO-1 Data This Year**

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**SBA Releases New Guidance on Paycheck Protection Program Certifications, Announces Safe Harbor for Borrowers that Repay Their Loans**

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**Lawmakers Agree to New Funding for Paycheck Protection Act Program**

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**DOL Clarifies That Gig Workers Can Qualify for COVID-19 Unemployment Benefits When Their Work Dries Up**

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**When Will Employers Need to File EEO-1 Reports in 2020?**

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**CARES Act Offers New Incentives to Employers Considering Student-Loan Repayment Programs**

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**Virus Relief Expands Paid Leave, With Growing Calls For More**

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**OSHA Issues Guidance for Employers in Package Delivery Industry**

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**New DOL Guidance Clarifies Eligibility for \$600 Payments under CARES Act**

*Littler ASAP*

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**SBA Clarifies that to Qualify for Loan Forgiveness, Employers Must Spend Three-Quarters of Paycheck Protection Loans on Payroll Costs**

*Littler ASAP*

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**After Slight Reprieve, DOL Releases Additional Batch of FFCRA Q&As**

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**DOL Provides Guidance on CARES Act Unemployment Expansion, But Employer Concerns Remain**

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**DOL Releases Regulations Implementing the Families First Coronavirus Response Act**

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**IRS Explains How Employers Can Receive Tax Credits under the CARES Act and FFCRA**

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**CARES Act: Implications for Employers**

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**DOL Issues Third Batch of Families First Coronavirus Response Act Q&As and Revises Prior Guidance**

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**Second Set of DOL FAQs Provide More Clarity on Upcoming Federal Paid Sick and Family Leave Obligations**

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**Senate Passes CARES Act with Relief for Businesses and Additional Unemployment Benefits**

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**Home Care, Senior Facilities Don't Want to Pay Covid-19 Leave**

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**DOL Releases Q&A Guidance on Families First Coronavirus Response Act**

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**Many Employers Must Offer Paid Leave Under Coronavirus Relief Law**

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**Virus Relief Expands Paid Leave, With Growing Calls For More**

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**Senate Approves Paid Sick Leave, Family Medical Leave Expansion; Bill Expected to Become Law**

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**Franchises Face New Sick Leave Rules Amid COVID-19 Spread**

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**Congress Makes Significant Changes to Proposed FMLA and Sick Leave Requirements in COVID-19 Bill**

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**House Passes COVID-19 Response Legislation Including Numerous Paid Leave, Unemployment Provisions**

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**NLRB's final joint-employer rule brings clarity for employers**

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**AB 5: The Aftermath of California's Experiment to Eliminate Independent Contractors Offers a Cautionary Tale for Other States**

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**Annual Report on EEOC Developments – Fiscal Year 2019**

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**NLRB Joint-Employer Rule Restores “Substantial Direct and Immediate Control” Test**

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**EEOC Closes EEO-1 “Component 2” Pay Data Collection; Upcoming Filing Requirements Not Yet Clear**

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**California Court Concludes that Anti-Arbitration Law is Likely Preempted**

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**California Challenges The Gig-Economy Giants**

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**WPI State of the States: New Year, New Legislative Trends**

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**Plaintiffs' Bar Seeks to Expand Reach of California's Dynamex Decision and ABC Test to Franchising, Joint Employment**

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**California Supreme Court Grants Review of Dynamex Retroactivity – Again**

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**AI and Automation: Challenges for Today's General Counsel**

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**DOL Issues Final Rule on Joint-Employer Status under Fair Labor Standards Act**

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**Coalition Hopes to Prepare Employers for Changing TIDE**

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**Initiative to Overturn California Independent Contractor Law for App-Based Drivers, Deliverers Advances**

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**Littler's Jim Paretti Testifies Before Congress on Future of Work, Emma Coalition**

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**National and State Trade Groups Sue to Strike Down California "Anti-Arbitration" Law**

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**Employer Groups Want Harmony Among 'Joint Employer' Rules**

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**OFCCP Will Not Request, Accept or Use EEO-1 Component 2 Data**

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**California Supreme Court Agrees to Hear Dynamex Retroactivity Question**

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**EEOC, NLRB, DOL Plan to Issue Rules Governing Joint Employment**

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**The ABC Test: California State and Localities Support Plaintiffs' Appeal, Signal Aggressive Enforcement**

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**Is Foresight 2020? Employers Confront New Laws Taking Effect in the New Year**

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**Worker Misclassification Questions Dominate California Legal Landscape**

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**Now what? Practical tips for navigating California post-A.B. 5**

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**AB 5 Update: Joint Employment, Retroactivity, and Implementation Challenges**

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**How will the Supreme Court vote on LGBTQ protections?**

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**Dynamex Retroactivity Question Sent to California State Court**

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**California AB 5's Author and the Governor Attempt to Clarify Law's Scope**

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**California's New Classification Law: What It Means For Employers and What You Should Do Now**

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**Now What? Practical Tips for Navigating California Post-A.B. 5**

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**Obama-era rule to collect worker pay data is headed for the chopping block**

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**EEOC Announces It Will Not Collect Compensation Data Next Year**

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**WPI State of the States – Hot Topics During the Summer Cool-Down**

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**California Governor Expresses Support for Amended Misclassification Bill**

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**WPI Labor Day Report 2019**

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**What's New with the EEOC?**

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**Civil Rights Rift at Trump Agencies Forces Employer Reckoning**

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**EEOC Provides Guidance on EEO-1 Filing for Non-Binary Employees**

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**How the Emma Coalition Engages Discussion on Workforce Displacement**

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**What's New and on the Horizon at the U.S. Department of Labor?**

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**AB 5: The Great California Employment Experiment—A Littler Workplace Policy Institute Report**

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**Joint Employer: Franchising and California at a Crossroads**

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**California AB 5 – How Significant Could One Bill Be?**

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**WPI State of the States: Legislative Action Heats up in July**

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**New York State Creates Panel to Study Robots, Artificial Intelligence**

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**House Passes \$15 Minimum Wage; Unlikely to Proceed in Senate**

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**Franchising and California at a Crossroads: the Dynamics of Dynamex and the ABC Test**

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**EEOC Mulls Revoking General Counsel's Litigation Authority**

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**Automation Continues to Reshape the Face of Work**

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**Department of Labor Releases Proposed Rule for Industry-Recognized Apprenticeship Programs**

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**Bipartisan Bill Would Create Artificial Intelligence Strategy for U.S. Workforce**

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**Emma Coalition Announces Leadership to Expand Engagement on Intersection of Technology and Workforce**

*Press Release*

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**Agencies Update Regulatory Agenda for 2019 and Beyond**

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**Automation & Artificial Intelligence: TIDE at the Tipping Point**

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**EEOC to Require Compensation Data by End of September**

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**An Update on EEO-1 Component-2 Pay Data Collection: A Workplace Policy Institute Briefing**

*Littler Report*

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**EEOC to Require Employers to File 2017, 2018 Compensation Data by September 30, 2019**

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**Employers Must Submit EEO-1 Pay Data by Sept. 30**

*In the News*

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**Court Orders EEOC to Collect Compensation Data by September 30, 2019**

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**Supreme Court to Decide Whether Title VII's Sex Discrimination Protections Cover Sexual Orientation, Gender Identity**

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**The Latest Developments in Federal Labor Policy**

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**Paid-Sick-Leave Laws Continue to Give Employers Headaches**

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**Are Federal LGBT Protections Coming to the Workplace?**

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**WPI State of the States: April Legislative Showers Stem the Tide of New Bills**

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**EEOC Files Plan to Require EEO-1 Compensation Data Reporting by September 30, 2019**

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**Employee Pay Data Not Requested, for Now, EEOC Says**

*In the News*

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**Judge's Pay-Data Ruling, a Trump Rebuke, Puts New Squeeze on Employers**

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**EEO-1 Pay Parity Data May Be Back**

*Littler ASAP*

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**WPI State of the States: From Sexual Harassment and Equal Pay to Vaccines and Big Data – February was a Mixed Bag of Legislative Activity**

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**EEOC Releases Q&A Guidance on Continuing Effects of Government Shutdown**

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**WPI State of the States: What a Difference a Month Makes**

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**EEOC Announces Extension of EEO-1 Opening, Filing Deadlines**

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**Annual Report on EEOC Developments – Fiscal Year 2018**

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**D.C. Circuit Court of Appeals Partially Upholds Obama-Era Joint Employment Standard**

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**What To Watch At The EEOC In 2019**

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**Senate Democrats Preview Workplace Harassment Agenda**

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December 20, 2018

**WPI State of the States – What Did the Voters Decide?**

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**Employers are Preparing Now to Tackle 2019's Newest Labor and Employment Laws**

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**Industry Experts React to Midterm Elections**

*In the News*

November 9, 2018

**What Will the Democratic Takeover of the House of Representatives Mean for Labor and Employment Law?**

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**Larger Senate Majority No Guarantee For Trump Labor Picks**

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**Employers Should Defend Civility as the Midterm Elections Near**

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**Joint Employment, Wage and Hour Changes are on the Regulatory Horizon**

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**Political Speech in the Workplace: Is it Possible to Maintain Civility?**

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**EEOC Anti-Harassment Litigation, Enforcement Efforts See Dramatic Increase**

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**BLS Releases New Data on "Electronically Mediated" Workers**

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**NY Pushes Back Sex Harassment Training Deadline to October 9, 2019**

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**New Joint-Employer Rule Would Be a Reversal for NLRB**

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**Proposed Joint-Employer Rule Would Reverse NLRB's Controversial Browning-Ferris Case and Restore "Substantial Direct and Immediate Control" Standard**

*Littler ASAP*

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**Future of Work Agenda Includes Controversial Workplace Proposals**

*Littler ASAP*

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**Littler's WPI Labor Day Report 2018**

*Littler Report*

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**What's Ahead in Workforce Regulations**

*External Publication*

August 31, 2018

**Former EEOC Senior Counsel James Paretti Joins Littler in Washington, D.C.**

*Press Release*

August 20, 2018