

## What's Happening In Labor And Employment Law

### DATE

May 3, 2016

### EEOC's Proposed Changes to Enforcement Guidance on Retaliation

Retaliation claims are the most frequent type of claim filed with the EEOC. They also are the most difficult to defend. In its proposed changes to its enforcement guidance on retaliation claims, released for public comment in January 2016, the EEOC (not surprisingly) seeks to broaden the definition of actionable retaliation. But somewhat surprisingly, the EEOC also offers common-sense tips on how to combat retaliation in the workplace. Join us to hear more.

### How To Stay Clear Of The NLRB In 2016 (And Beyond)

The National Labor Relations Board has been very busy the last few years, implementing a series of initiatives and rules that impact both employers with unions and those hoping to remain union-free. The NLRB has made it easier for unions to organize your employees, and has attacked standard handbook policies and practices that have been utilized by employers for decades. Hear a summary of recent NLRB activity and what it means for you and your company.

### Pay Equity: Pay Fair or Pay Later

Remember President Obama campaigning with Lilly Ledbetter for his first term in office? Pay equity has been a priority for this administration and in the waning days of his presidency, the Obama administration is making a final push to address the well-publicized "gender gap" and other pay equity issues. This program will cover some of those initiatives, including the Pay Transparency Act and proposed changes to the EEO-1 Report that will cause many employers to report employee pay as part of the annual EEO-1 filing.

### Changes in Overtime Rules Are Coming – Are You Ready?

In the last decade, the number of wage and hour lawsuits filed per year against employers under the Fair Labor Standards Act has jumped from 3,606 to 8,016; and this does not include the many cases filed under state wage and hour laws. As if this is not enough, the Department of Labor is set to implement new regulations that will mean that an additional 4.6 million employees will now be eligible to receive overtime. Join us and learn what these changes are, what they mean for your organization, and how you can prepare for them.

**When:** Tuesday, May 3

**Time:** 8:30 a.m. (Central) Registration and Breakfast | 9 - 11 Program

**Where:** Barnes & Thornburg | One North Wacker Drive, Suite 4400 | Chicago, IL

### RELATED PRACTICE AREAS

Labor and Employment

