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Lisa Nagele-Piazza (00:00)
Welcome to The FP 5: Five Things for Your 9-to-5. We help employers make sense of the fast-moving world of workplace law and compliance by breaking down topics into five parts. I'm Lisa Nagele-Piazza from the Fisher Phillips Content team.

And today we're doing things a little different. We're recording together in person from Fisher Phillips's Washington, D.C. office. It's November 4th, the day after the midterm elections, and we certainly have a lot to talk about.

Joining me is fellow FP 5 host Becca Rainey and a familiar voice on the podcast, Dave Dorey. Dave is a partner here in our DC office where he co-chairs our Government Relations Practice Group.

So a few weeks ago, Becca and I sat down with Rich Meneghello, who is our Chief Content Officer, to talk about what employers should be watching in the midterms. And actually, Becca, if you recall, I believe that we both predicted that the Democrats would take the House and the Senate would remain Republican, whereas Rich predicted correctly that the House and Senate would both go to the Democrats. So shout out to Rich for winning the predictions there. And we covered everything from control of Congress to governors' races and workplace ballot measures. Now that the votes have been cast, we're seeing some of the results come in, so it's time to find out how our expectations have held up. Dave, Becca, let's get right into it.

So our first thing for today, could both of you just give me one word describing your reaction to last night's results?

Rebecca Rainey (01:30)
'Change'? Dave's thinking really hard.

David R. Dorey (01:36)
Goodness. Um, change is definitely in the air. I will agree with Becca. Change is the answer.

Lisa Nagele-Piazza (01:42)
Yeah, and you know, for me, I would think in some ways 'surprise'. So, Dave, was there anything that genuinely surprised you about the results so far?

David R. Dorey (01:52)
I was surprised to see some of the states flipped from Republican to Democrat on the Senate side; especially South Carolina; Kansas, which had not elected a Democrat since 1932; and as of this morning, Mississippi remains in play.

Lisa Nagele-Piazza (02:08)
Yeah. Now, obviously we've been tracking some of the bigger races. Is there anything that you think didn't get as much national attention, Dave, but could turn out to be important for employers in the workplace?

David R. Dorey (02:22)

Certainly with the flip of the Senate to Democrats, change in control of committees in the Senate is going to be really important and has not been talked about as much. Certainly that is going to change the landscape of things. And we could see some bills come through that would change things for employers if they were passed into law, including, for example, a higher national minimum wage. It remains to be seen whether that could actually get through the Senate over a filibuster and whether the President would sign it, but nevertheless it's going to be something to watch.

Lisa Nagele-Piazza (03:01)
Yeah, absolutely.

Rebecca Rainey (03:02)
Yeah, I definitely think on the minimum wage, there's a good question there about whether Donald Trump's, you know, push to be more populist could come into play there where he has tried to appease some more of those labor types. So I wonder maybe not, you know, what Democrats or labor unions have been pushing, which is, you know, $15, actually, I think up to $17 now, maybe, they raised the ante? So it could be interesting to see what a lower, you know, minimum wage starting point would be. Like I don't think it'll be $15, maybe like ten dollars. But who knows?

David R. Dorey (03:39)
It certainly has not been changed in many, many years.

Lisa Nagele-Piazza (03:43)
Yeah, I think what, 2009? Yeah.

Becca, what about you? Anything that jumped out to you or that maybe played out differently than you expected?

Rebecca Rainey (03:54)
I think, you know, in these past few election cycles, I've kind of tempered how much I rely on predictions and election polling beforehand. But so this year, yeah, it was actually very much a surprise, I think, for me across the board. Like we knew that there was going to be some flips, there were so many toss-ups that people were forecasting. And most of those toss-ups actually went blue. So it's just there was so much at stake here. I think across the board, everything was surprising.

One race that, you know, or actually two races that jumped out to me that I wanted to flag just for employers is in Ohio. Sherrod Brown, who has a very strong labor background, defeated the GOP incumbent there. He's obviously represented Ohio in the past, but I do think he is a very key ally for labor unions and advancing, you know, any kind of legislation around there.

And you know, it's about 10:30 a.m. Eastern here. Not all the races have been called. but I was just talking with Dave about this: Virginia Fox, Rep. Virginia Fox, who is a top Republican on the Education and Workforce Committee, often is weighing in on anything that the DOL does. It seems there are some outlets reporting, she may have lost the race. And there's also, I think, some reports coming out that the race is so close there may be a recount. So that would be a big, she in the past has been, you know, a top Republican on the committees that have jurisdiction over the Department of Labor and labor related agencies. So that would be a pretty big deal.

Lisa Nagele-Piazza (05:46)
Yeah, and it's a good point that you just made that at the time of this recording, obviously things are still coming in undecided. Projections might not always turn out the way that we think. So we're still waiting and watching.

And that brings us to our second thing for today. You know, we were just talking about results, but I really want to know what's gonna happen next. So, Dave, you actually worked inside the federal government. Take us behind the scenes a little bit. When an election like this is over, what do we start seeing happening in DC?

David R. Dorey (06:27)
Certainly the incoming Democrats are prepared to conduct oversight of the administration. This happened during the first Trump administration. It happened during the Biden administration, is happening again now. There's no avoiding that. It certainly takes time, attention, and focus from what the administration is trying to accomplish, responding to oversight requests. So certainly folks are already getting ready for that, and the incoming chair of the House Oversight Committee put out a tweet overnight that I found interesting, all caps, “LAWYER UP” to the Trump ...

Lisa Nagele-Piazza (07:04)
Wow. What does that mean exactly?

David R. Dorey (07:08)
He intends to conduct robust oversight. And I think that extends not only to the administration but also to the business community.

Rebecca Rainey (07:18)
And I think that’s really interesting too, just thinking about the Trump leadership that has recently or so left office regarding the Department of Labor. I believe there is a pending IG investigation at the DOL looking into former labor secretary Lori Chavez de Remer and how she scheduled certain travel to overlap with personal travel and you know, just some of the treatment of her staff in office. So that could become a potential flashpoint for the DOL in particular when it comes to oversight. And they've also been really busy with rulemakings, which is also another big avenue for you know, committees to potentially sink their teeth in.

Lisa Nagele-Piazza (08:03)
Tell me a little bit more about that, the rulemaking and what you kinda think is gonna happen in that regard.

David R. Dorey (08:08)
I think the rulemaking will continue apace. The administration, of course, has not changed. The rulemaking authority exists within the executive for a variety of reasons. That's going to continue. Only Congress has authority under the Congressional Review Act to attempt to overturn regulations that come out of the administration. With the president's veto pen available to him, those are not likely to succeed over the next two years. So the one backstop, if you will, to the regulations that are coming out of the administration would be what the courts have to say about them.

Lisa Nagele-Piazza (08:45)
Yeah.

Rebecca Rainey (08:45)
Yeah, and I definitely think on the Congressional Review Act piece, we have seen it historically, we usually see it in between presidential terms, where a new party is coming in, and so it's easy to overturn the previous administration's regulations that were issued. And for those unfamiliar, the Congressional Review Act basically gives Congress the opportunity to disapprove agency regulations.

And I do believe when something is disapproved by Congress, it also bars the agency from issuing a substantially similar regulation, although we haven't quite legally tested what that definition means. All this to say is we've seen Republicans in particular, and maybe Democrats will take up this tack as well, of forcing Congressional Review Act resolution votes just to put party members, typically the opposite party, on record about whether they want to support this regulation or not, knowing it will go to the president and they have to veto it. So, you know, particularly when we're seeing, we've got a pending regulation on independent contractor relationships. And Democrats tend to be very, they prefer a more expansive definition of employee, which means they may disagree with the current regulation that is expected to come out from the Trump administration.

So we could see Democrats, especially with this new majority in Congress, you know, forcing their Republican colleagues to go on the record about this regulation and then saying, “Hey, you support this anti-labor or this anti-worker regulation coming from Trump, and we're giving you the opportunity to overturn it. And so you're gonna have to put your name on this bill or not.” So we can see some a little bit, you know, a little bit of politicking here between the party and the agencies.

Lisa Nagele-Piazza (10:41)
Yeah, because that makes me think if power is shifting, sort of what happens between now and January and what do you think employers in particularly should be sort of looking at? Is it just kind of wait and see what happens until January, or is there anything that can happen in the so called, you know, lame duck session?

Rebecca Rainey (11:00)
Dave, do we have a budget yet?

David R. Dorey (11:02)
We do not.

Rebecca Rainey (11:04)
Well ...

David R. Dorey (11:07)
Might be high on the list of priorities.

Rebecca Rainey (11:10)
Yes. And I feel like typically when we see a, you know, a switch in party power due to the midterm, budget can end up being a big battleground where people are gonna roll in certain initiatives, it's the last time Republicans will be able to kind of sign off on federal spending before, you know, handing the majority over to the Democrats next year.

Lisa Nagele-Piazza (11:33)

And what about when it comes to the Senate and its role in confirming agency leaders? What can we expect there?

David R. Dorey (11:41)
We can expect that it'll be much more difficult for the administration to get nominees confirmed through the Senate with between likely 54 and 56 Democrats. So I would not be surprised to see that that comes to a trickle or even a halt.

Rebecca Rainey (12:00)
I do think with the Department of Labor right now, for the most part, everyone, all of the major positions are confirmed. Keith Sonderling was recently confirmed. This would probably be more of a concern right for the Labor Board, National Labor Relations Board?

David R. Dorey (12:16)
The deputy secretary position at DOL is vacant.

Rebecca Rainey (12:20)
That's right. I think the balance in Congress when it comes to nominees will definitely be more critical, maybe down the road for the NLRB. We've got one vacant seat, but that is a Democrat. And then it would be Chairman James Murphy, whose term is set to expire in December 2027. So this'll be down the road, but there could be potentially some hurdles there.

Lisa Nagele-Piazza (12:44)
As far as existing legislative proposals, is there anything right now that you think deserves renewed attention given this shift?

Rebecca Rainey (12:54)
Dave mentioned earlier with the minimum wage. What do you think about the Faster Labor Contracts Act?

David R. Dorey (13:02)
I do not think it would pass during the lame duck, but I think you could see it reintroduced in the next Congress. It's already shown its ability to pass a Republican house, so it should have no trouble passing a Democratic House. And then the question would be, would sixty votes be attainable in the Senate? And I think the answer is ‘maybe’. Of course, that even if those sixty votes are attained, it would go to the president for a decision about whether to veto or not. And that is an open question. So I think a reintroduced Faster Labor Contracts Act that is a standalone bill has a higher chance of success in the next Congress than this one.

Lisa Nagele-Piazza (13:49)
Sure. What about the PRO Act? I always think about that, that's been talked about a lot in recent years.

Rebecca Rainey (13:57)
I don't know if it would pass in its current form. And again, I feel like that would be a guaranteed veto from the president. But again, you we have been, you know, like we just mentioned with the Faster Labor Contracts Act, you are seeing this unusual interest--historically unusual interest--from Republicans um into some of these more populist, you know, blue collar bills that would potentially help out their constituents. So I do think there's

potentially energy for support of a labor measure, but again, it's gonna have to be tempered into the fact that it would need to be signed by President Trump.

Lisa Nagele-Piazza (14:44)
Sure.

David R. Dorey (14:45)
And we shouldn't forget that the Faster Labor Contracts Act was pulled out of the PRO Act.

Lisa Nagele-Piazza (14:49)
Okay, yeah, that's a good point.

David R. Dorey (14:50)
And so the question is for the next Congress, do folks intend to reintroduce the PRO Act, including the Faster Labor Contracts Act within it? Or does FLCA come alone, separate?

Lisa Nagele-Piazza (15:01)
Yeah, absolutely.

And that brings us to our third thing. So one of the things I find really interesting about elections is that we spend so much time talking about candidates, but maybe the more revealing story is the policies that they're actually campaigning on. So, Dave, when you look at this year's results so far, what do they tell you about the direction of labor and employment policy debates? And of course, the Faster Labor Contracts and PRO Act are certainly part of that.

David R. Dorey (15:38)
I'm not sure how much the results bear on policy proposals in the labor space. I think what we are seeing this morning is that there is significant concern about the direction of the economy in this country. And what that's going to look like over the next two years. So I think that that, from what we can see so far has been the top of mind for voters, and I would say that it's not likely that top of mind for voters is specific labor or employment policies at the federal level.

Lisa Nagele-Piazza (16:17)
You know, a lot of times we're looking at the national races, but equally important and sometimes even more so is what's going on at the state and even the local level. I was following, as I do every year, the state ballot measures, and there weren't very many impacting the workplace this year.

Rebecca Rainey (16:41)
There weren't any minimum wage ballot measures, right?

Lisa Nagele-Piazza (16:43)
No, surprisingly there wasn't anything that I saw anyway regarding paid leave or minimum wage, which are some of the bigger issues we usually see at the state and local level.

Rebecca Rainey (16:59)

You know, another big trend that we've been watching within the states is the rise of democratic socialism. And something that's really interesting is there was about I think a little less than 10 DSA affiliated candidates that were running, and most of them won their elections last night, with the exception of the Florida Senate race.

We are seeing the continuation of this trend where voters are aligning with candidates who are going to provide support for DSA ideas. And maybe some of those ideas may merge within to the mainstream, but I do wonder with a true Democratic majority whether those ideas will be crowded out with the party base. But it's definitely gonna provide an incentive for other like-minded candidates to potentially latch on to this, you know, DSA platform. And we could see more of that in the future or even through legislation that Democrats who are maybe more to the center start introducing legislation to maybe appease those voters. And for those who want to dig a little deeper into the DSA issue, there's an article linked in the show notes.

Something else I wanted to flag as well that was surprising, of course, is Texas. The governor's race, or the governor switching to a Democrat as well as the AG. And something that's interesting is the candidate running for Texas Attorney General released a plan to change how the state regulates the workplace use of AI. So that's a very big area for us to watch, especially it's gonna be interesting coming from a state like Texas that has historically been so deep red, and what that legislation may look like. I think definitely the Republican past of that state may influence how far that plan goes. So it may not be as far as Democrats have wanted to go when it comes to workplace AI and, you know, preventing discrimination, private right of action issues, but it could be one of the first states to regulate on this issue, which was a big deal.

Lisa Nagele-Piazza (19:26)
Dave, is there anything else you think employers should be looking at at the state and local level given the results of the election?

David R. Dorey (19:35)
Hm. I can't really think of much. My flippant answer was gonna be to discuss DC's new foie gras ban, which is gonna ...

David R. Dorey (19:43)
That might affect some employers here in town.

Lisa Nagele-Piazza (19:46)
That is true. I do love my fine dining in DC. I actually, I always feel guilty about eating foie gras, given that I have geese tattooed to my arm here because I love my geese and I go visit them every day, down at the water.

You're listening to the FP5. I'm Lisa Nagele-Piazza, and we're here in Washington, DC with Becca Rainey and Dave Dorey.

Rebecca Rainey (20:16)
We've been tracking the midterms closely at Fisher Phillips and we've published a whole collection of insights on the races and workplace issues we've been discussing. We'll have links to those resources in our podcast show notes.

Lisa Nagele-Piazza (20:29)

So our fourth thing, we've been talking about what could change, but let's talk about what isn't changing, at least not immediately. Becca, when you're watching the coverage today, are there any assumptions about the election's impact on employers that you think just kind of need a reality check?

Rebecca Rainey (20:47)
Yeah, I think while the news and just the sheer fact that Democrats have taken a majority in both chambers is a really big deal. And, you know, even the one word that Dave and I both agreed on to describe these results is 'change', that change is gonna take a lot of time. In order to roll out big legislative changes, bills, even state initiatives.

That is gonna take time. It's gonna take time to feel this. And there's also gonna be a lot of friction. I was listening on my two hour drive in to DC this morning to a couple podcasts and Politico did an interview with Donald Trump, which I thought was very interesting, where he emphasized that he does want to work with Dems. He doesn't want to just sit there for two years vetoing everything, is what he said.

But you know there's definitely going to potentially be, you know, we may see Democrats talking about legislation that they're able to get passed through both chambers, and then that may hit a wall when it gets to Trump. So there's definitely going to be more of these direct Trump-to-Congress negotiations, I feel like, that we haven't seen in a while. I think now that this majority is in place, although it will take time for these changes to come to fruition, you know, the cornerstones are being laid.

Right now employers need to keep in mind that how the Department of Labor is enforcing its regulations, how it's issuing regulations, how it issues guidance, none of that is going to change. And while Congress can paper the heck out of the Department of Labor and say "you need to answer all these questions about what you're doing" and can even threaten to subpoena them, at the end of the day, when it comes to workplace regulations, that is not going to change at all.

Lisa Nagele-Piazza (22:45)
So, Dave, if an HR director comes to you this week and says, "We saw the election results, what do we need to change in our policies right now?" What are you telling them?

David R. Dorey (22:54)
I think the answer to that is nothing. We should wait to see what happens and respond at an appropriate time, instead of taking preemptive steps based on things that we think might happen, that may well not happen.

Lisa Nagele-Piazza (23:17)
For our fifth and final thing today, let's finish with a projection of a different kind. Not who wins the next election, but what policy questions employers will still be talking about even six months from now. So, Dave, what's one issue you'll be following particularly closely?

David R. Dorey (23:37)
We will continue to be following how EEOC and the Department of Justice take enforcement actions related to DEI issues in the workplace. There was even a recent large settlement that was discussed in the news this week or late last week. So that's gonna continue apace because the administration is not changing. And so I would certainly look for additional enforcement actions in that space going forward.

Rebecca Rainey (24:08)
Yeah. And I think I'm gonna be a little nerdy in what I'm gonna be tracking, which is there's two really big regulations coming from the Department of Labor that would affect employers and workers in every industry, which is the independent contractor rule and the joint employer rule.

Independent contractor, that determines whether you are an employee of a company who has minimum wage protections, the right to unionize, et cetera, or an independent contractor who is in business for themselves. And previous approaches, we've kind of gone back and forth between an approach where we take a really broad look at employment and we say "most workers should be employees under the Fair Labor Standards Act." That's a Democratic position. While Republicans like to look more at the actual working conditions, who has more control over the situation, to determine whether someone's in business for themselves or not.

And then that joint employer rule, very similarly, if you have a subcontractor at your company or if you're a franchise, should you have joint liability over uh violations that occur lower down that supply chain?

So these again, that's a lot of legalese here, but these both of these proposals could mean a significant narrowing of liability for employers. So it's something that we are going to be watching closely. And like I mentioned earlier in the episode, what is Congress going to do? Could they introduce a Congressional Review Act resolution trying to get more people on the record about their position on both of those rules? Could we also see potential shenanigans in the budget? Sometimes Democrats or rather, lawmakers in general will put line items in the budget saying "We will not fund anything towards implementing or enforcing this rule." So that's another way Congress can kind of have oversight and enforcement over individual regulations. So those are things that I'll be watching for in the next couple months.

Lisa Nagele-Piazza (26:24)
Yeah, absolutely. And for me, I've been following cannabis legalization for the last decade, which has a huge impact on the workplace. And I know the federal government has made some changes this year in how it approaches cannabis, but I would be really interested in seeing what Congress is going to do if they are actually going to finalize legalization.

All right, Dave, you already know how this works. At the end of every episode, we always ask our guests five questions to get to know them a little better. But since we're all here together, I think Becca and I should answer the questions too. So, first question. On election night, how late did everybody stay up to watch the results?

David R. Dorey (27:14)
Far too late, about 1 AM Eastern.

Lisa Nagele-Piazza (27:17)
Wow.

Rebecca Rainey (27:20)
Last night I stayed up probably close to midnight. I, you know, turned the T V on and started watching the results come in, but nothing was officially called yet. So I kind of was just like, "This is just stressing me out. I'm just gonna go to bed and wait till it's all settled."

Lisa Nagele-Piazza (27:35)
I'm with you there. You know, I am usually a night owl and on any given night I'm up till midnight. Last night I went to bed at 9:45. Perhaps that's partially because of the clocks changing, but also I was like, “You know what, I'm gonna get up bright and early and I'm gonna check all the results then” and so that's what I did.

In general, what's the best piece of career advice you've ever received?

Rebecca Rainey (28:03)
Yeah, definitely for me it's asking for, if you want something in work or within your career, you need to make sure that you're asking for it and that you're advocating for yourself. And what I mean is if you need a raise, if you need a promotion, you should talk with your manager or your higher ups about that. Don't sit there and wait for it to happen. It is very rare that excellence is rewarded on its own naturally. So just be your biggest advocate in that sense. Make sure that your boss and your higher ups know who you are and that you wanna keep climbing.

Lisa Nagele-Piazza (28:44)
So when I first started my career, my dad said to me, he said, “You're gonna work for a lot of bosses in your life. But first and foremost, you work for Lisa Nagele Incorporated.” And he said, you know, you have to be your own advocate and you have to do ultimately what's best for you and your life. Even I mean you can still be loyal to your company, you know, you can still be a devoted employee, but you've gotta work for yourself first. And I love that advice. And you know what? I think it has helped because I've been happy in my career and I have made decisions based on, you know, what's best for me.

Rebecca Rainey (29:18)
Oh, same. There was a lot of anxiety in the beginning of my career asking for those things. But I think it's kind of like if you just, once you do it and you rip the band-aid off, you're like, “Oh, that's not so hard.” Like, yes, it's an awkward conversation, but you know, maybe it's the reporter in me that gets over those type of things, but ...

You wanna take my life advice? Is that the best career advice you’ve ever received?

David R. Dorey (29:39)
Yeah. Come work at Fisher Phillips.

Lisa Nagele-Piazza (29:43)
Good one.

What's your favorite thing to do in DC that has absolutely nothing to do with politics?

David R. Dorey (29:51)
The dining scene here is excellent. We enjoy going out for dinner.

Lisa Nagele-Piazza (29:55)
José Andrés is my favorite. I think like every restaurant in Penn Quarter I've been to.

Rebecca Rainey (30:00)

I would say though, we also have so much beautiful green space in DC. Like and yes, of course, people know like the Mall, but there's a lot of really beautiful parks throughout little neighborhoods in DC. So just especially right now with the leaves changing, it's just a beautiful time to just be outside, walk around, Rock Creek Park, gorgeous. Yes. And I think a lot of people don't, maybe don't view DC as that kind of a outdoor-y place, but it's got a lot of great options.

Lisa Nagele-Piazza (30:31)
What's the emoji you use most often?

Rebecca Rainey (30:35)
Ooh, that's tough. I would probably say the melting emoji or the one that's just eyes without a mouth. It's just like eyes like, “Oh.”

David R. Dorey (30:48)
The red one hundred.

Lisa Nagele-Piazza (30:50)
Oh yeah, it’s a good one.

Rebecca Rainey (30:51)
Oh yeah. What about you?

Lisa Nagele-Piazza (30:54)
I'm with Dave. I use the hundred percent almost all the time. It's easier than responding to something.

Rebecca Rainey (31:03)
And it can be applicable in so many different situations.

Lisa Nagele-Piazza (31:07)
Exactly. Yeah.

And finally, describe for our listeners who may not know what a “half smoke all the way” means. I just read that question for the first time right now. So I'm like, wait, what am I saying? What's a half smoke all the way?

David R. Dorey (31:22)
Is that when it is with mustard and onions?

Lisa Nagele-Piazza (31:26)
I think so.

Rebecca Rainey (31:27)
I am from Maryland. I have no idea what that means, but I am assuming that is a sausage, all the way would be I don't ..

Lisa Nagele-Piazza (31:36)

You don’t know what a half smoke is, you’ve lived in DC this long?

Rebecca Rainey (31:39)
Yes, yeah, I'm just not a big like sausage-y fan. A half smoke’s, like, yeah, it's like a hot dog sausage, right? Okay. And then “all the way,” all the way makes me think of like Chicago dogs or also like Philly? So I don't know. “All the way,” is it like whiz, like “with whiz”?

Lisa Nagele-Piazza (31:59)
See, being from Philadelphia I know you’re ordering a “whiz with.”

Rebecca Rainey (32:01)
Yeah, I'm like, “Is it one of those?” or is it like full like, the peppers and then the pickle and the green relish? I don't know. This is me guessing. So I'm so sorry to our listeners, I am not describing what one may be.

Lisa Nagele-Piazza (32:17)
Well, I'm a huge fan of Ben's Chili Bowl. And so I don't usually get the half smoke though. I just, I actually go for the vegetarian chili, which is fantastic. But yeah, my husband likes to get the half smoke.

Rebecca Rainey (32:32)
So this is actually a Ben's Chili Bowl thing.

Lisa Nagele-Piazza (32:34)
I think it's just a de--you know what, we're gonna have to make our producer Evan chime in here right now and tell us, what is a “half smoke all the way.”

Evan Banks (32:42)
It's a DC thing. It's a sausage that's cut down the length of it and then grilled so it's got that nice like crunchy grill char on both sides. And then all the way is just with all the toppings, so like everything available. That's usually onions and mustard and chili, of course, so ...

Lisa Nagele-Piazza (33:01)
Excellent. Mystery solved. And all of our DC listeners are going to be like, “How do they not know that?”

Rebecca Rainey (33:09)
I did live in DC for almost a decade, but no, I'm just, again not a chili or sausage person.

Evan Banks (33:16)
They have them at Nationals Park. I don't think they're allowed at Camden Yards.

Rebecca Rainey (33:23)
Not a thing. Not a thing.

Lisa Nagele-Piazza (33:26)
Only in DC. Well, I think with four of us in a room together today, we've talked about the five questions to get you know you about as long as we did the five political questions.

Well, that's all the time we have for now. Thanks for joining us, Dave.

David R. Dorey (33:44)
This was great. Thanks for having me.

Rebecca Rainey (33:46)
It was fun being on the show.

Lisa Nagele-Piazza (33:48)
Absolutely. I'm sure we will have you on again soon.

David R. Dorey (33:51)
Thank you!

Lisa Nagele-Piazza (33:53)
And thank you everyone for listening to the FP 5. We have links to Fisher Phillips' election coverage in our podcast show notes, and we'll continue following the workplace developments that come out of these results.

Rebecca Rainey (34:04)
If you enjoyed the show, please make sure you're subscribed to the FP 5 and consider leaving us a rating in your favorite podcast app.

Lisa Nagele-Piazza (34:11)
We'll see you next week. Listening to this podcast doesn't constitute legal advice and doesn't establish an attorney client relationship. For more information, visit fisherphillips.com/legal-notices.