



8 Workplace Legal Trends for 2018

News

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In the article “8 Workplace Legal Trends for 2018” featured in *SHRM*, Columbus Partner Sam Lillard provides insight on important trends for employers to pay attention to. At the federal level, expect a more employer-friendly Department of Labor (DOL), new proposed overtime rule and greater deference by the National Labor Relations Board (NLRB) to employee handbook policies.

Sam expects retaliation claims to likely remain prevalent. The number of retaliation claims has nearly tripled since 1997, and retaliation now is the most frequently filed charge with the Equal Employment Opportunity Commission. Even if a discrimination or harassment claim fails, a retaliation claim may prevail, he noted. All that is needed to win such a claim is to show protected activity, an adverse employment action and a causal connection between the two.

To read the full article, please visit [SHRM](#).

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