



## Fisher Phillips Attorneys Present at NACS HR Forum

News

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**Megan Janes** and **Steve Bernstein** presented at a recent conference in Orlando, Florida hosted by NACS, the leading global trade association dedicated to advancing convenience and fuel retailing.

In an article about their presentation published on the *NACS* website, they discussed some predictions for the coming year related to COVID-19, workforce shortages, and attracting and retaining talent.

Megan mentioned that she expects face mask guidance and laws will continue to change as other states and localities alter their requirements. She also anticipates increased enforcement under U.S. Occupational Safety and Health Administration (OSHA) guidance, especially as new COVID-19 variants and spikes occur.

Steve offered advice on how HR leaders can attract and retain a quality workforce.

“You’re up against a declining workforce participation rate, but you’re also up against growing competition for your labor, and the worker of today understands that,” he said. “They’re able to commoditize their labor in a way that workforces of yesterday never could.”

The workforce has gotten so competitive that Steve has a client that sought legal advice on how to pay a bonus to applicants if they remove themselves from the labor pool long enough for their drug test results to clear. He said that he is also seeing material handlers in warehouses earning \$5,000 sign on bonuses.

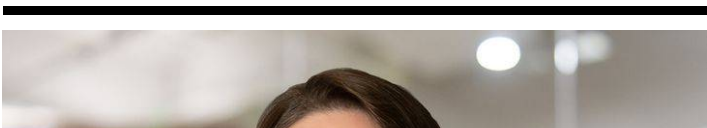
“From a legal standpoint, the convenience industry is as complex as it has ever been,” he said.

Read the full article on the [\*NACS\*](#) website.

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### ***Related People***





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