

TEST YOUR 2023 WORKPLACE LAW KNOWLEDGE WITH THIS QUIZ

Insights

Dec 27, 2023

Were you paying attention to all the workplace law developments in 2023? While it's hard to keep up with so many changes, you can take our quiz to test your knowledge and see how you stack up. But don't worry if you get a failing grade – all the answers are included at the end of the quiz, including links to practical advice to make sure you're caught up as we begin the new year.

1. The year started with a bang when the Federal Trade Commission proposed a blockbuster rule that would ban which popular workplace agreements?
 - a. Non-compete agreements
 - b. Confidentiality agreements
 - c. Non-disclosure agreements
 - d. Non-solicitation agreements
2.  The U.S. Supreme Court's June decision on affirmative action means that employers can no longer pursue diversity, equity, and inclusion (DEI) programs at their workplaces.
 - a. True
 - b. False
3. Another Supreme Court decision released in June will make it harder for employers to deny what kind of accommodation requests from their employees?
 - a. Disability accommodations
 - b. Pregnancy accommodations
 - c. Sick leave accommodations
 - d. Religious accommodations

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4. The nation's first artificial intelligence anti-bias law took effect in July, requiring employers in what jurisdiction to conduct a bias audit if they use AI for employment purposes?

- a. California
- b. New York City
- c. Seattle
- d. Florida

5. A new I-9 form was released in August. By what date did you need to start using it?

- a. September 1
- b. October 15
- c. November 1
- d. December 31

6. An August decision from the National Labor Relations Board means that all employers – and not just those with unionized workforces – need to review what common policy in your handbook to make sure it's in compliance?

- a. Your sick leave policy
- b. Your workplace conduct policy
- c. Your compensation and bonus policy
- d. Your social media policy

7. Thanks to a proposed rule released by the DOL in August, employers might soon have to pay overtime to non-exempt workers who earn less than what annual salary?

- a. \$31,068
- b. \$43,068
- c. \$55,068
- d. \$67,068

8. A rule proposed in August would allow which groups of people to accompany an OSHA inspector during a facility walk-around to check for safety issues?

- a. Only fellow employees
- b. Only independent safety engineers
- c. Only industrial hygienists
- d. Any third party, including union representatives

9. A new law passed in September in what state will give consumers access to one central place where they can

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submit a single request for their data to be deleted by 500 of the largest data brokers?

- a. California
- b. New York
- c. Oregon
- d. Illinois

10. The final rule released by the NLRB in October will establish joint employment in which situations?

- a. If two companies *share and codetermine* the essential aspects of a worker's job
- b. Only when one company actually *exerts* the right to control another company's workers
- c. When one company has even the *right* to exert control over terms and conditions of another company's employees

Scroll down to find the answer key...

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ANSWER KEY (and links to helpful resources)

- 1. (a) [Non-compete agreements](#)
- 2. (b) [False](#)
- 3. (d) [Religious accommodations](#)
- 4. (b) [New York City](#)
- 5. (c) [November 1](#)

6. (b) [Your workplace conduct policy](#)
7. (c) [\\$55,068](#)
8. (d) [Any third party, including union representatives](#)
9. (a) [California](#)
10. (c) [When one company has even the right to exert control over terms and conditions of another company's employees](#)

How Did You Do?

- 10 answers correct: Congratulations! You are a workplace law expert. Feel free to apply for a job to help write FP's content.
- 8-9 answers correct: Amazing! You are a true workplace law whiz. Keep it up in the new year!
- 6-7 answers correct: Great stuff! You do a really good job of keeping up with all of the new developments that happen throughout the year.
- 5 answers correct: Not bad. You got half right. Pat yourself on the back.
- 3-4 answers correct: Uh-oh. You might need a refresher on the past year.
- 1-2 answers correct: Yikes. Were you living under a rock in 2023?
- 0 answers correct: That's actually incredibly impressive in a statistical sense.

Full Recap on the Year

[Check out our FP Workplace Law Forecast 2024](#) for a full recap of the past year and our attorneys' predictions for the coming year.

Conclusion

Fisher Phillips will continue to monitor workplace law developments and will provide guidance throughout 2024. Make sure you are subscribed to [Fisher Phillips' Insight System](#) to get the most up-to-date information directly to

your inbox. If you have further questions, contact your Fisher Phillips attorney.