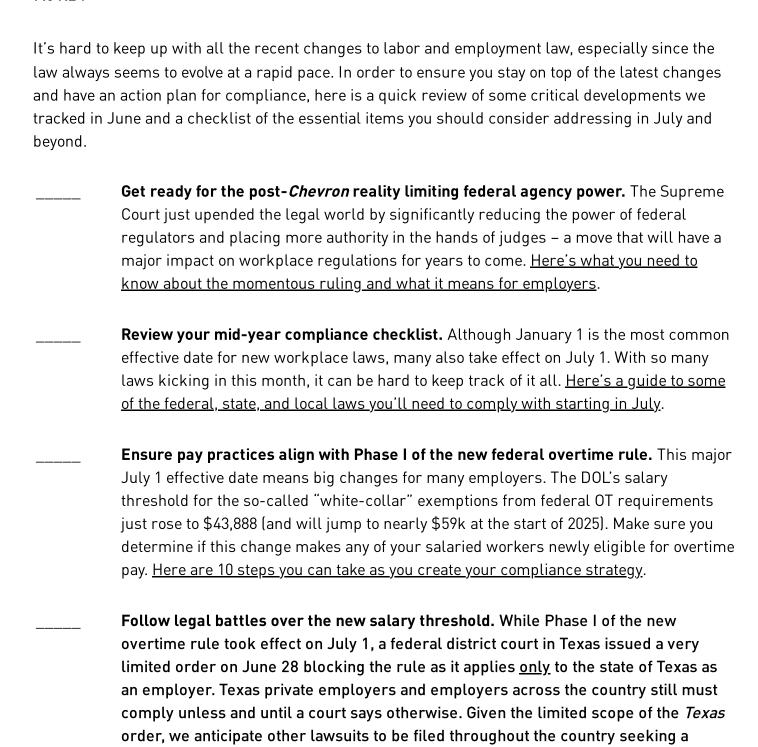


Workplace Law Update: 10 Essential Items on Your July To-Do List

Insights 7.01.24



broader injunction and a possible appeal to the 5th U.S. Circuit Court of Appeals in

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Ay tuned for updates on the FTC's non-compete ban. As many employers know, the deral Trade Commission (FTC) recently finalized a rule that will soon ban most non-mpetes nationwide. Business advocacy groups have already challenged the new rule dit may be blocked before it is scheduled to take effect on September 4. The court aring the primary legal challenge has said it will rule on a motion to stay the FTC see by July 3. Click here for a series of frequently asked questions about all aspects of erule.
sess the impact of recent labor relations developments. The Supreme Court sided th Starbucks on June 13 in a case where the Labor Board tried to force the company temporarily reinstate workers who were fired for hosting media interviews erhours in a closed store. While the Supreme Court's ruling is a win for employers, it rves as a reminder to review your workplace policies and practices. Click here to arn more about the ruling and the steps you can take to strengthen your employee ations program.
epare for potential changes in California if PAGA reform becomes law. Gavin wsom just unveiled groundbreaking proposed legislation that would provide inificant reform to California Private Attorneys' General Act – also known as PAGA – d offer much-needed relief to employers. Learn here about the 10 biggest changes studed in this proposed PAGA reform.
think your tattoo and piercing policies. While visible tattoos, facial piercings, and ght hair colors were once largely viewed as taboo in the workplace, attitudes have anged significantly in recent years — which means you may have difficulty attracting d retaining top talent if you adhere to rigid rules of the past. Click here for your five-ep guide to appearance policies and dress codes in the modern era.
view big settlement in gig economy lawsuit and its impact on employers. Uber d Lyft just reached a \$175 million settlement with Massachusetts state prosecutors at permits their drivers to stay classified as independent contractors – not employees out entitles the drivers to significant benefits. The settlement avoids a potentially gative decision as to the classification of rideshare drivers and preserves the xibility of their independent contractor model. Click here to find out what this ruling

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effect in July 2025 — which means employers should start preparing for new obligations. Here's what employers in Vermont and across New England need to know about the new law.

We will continue to monitor developments related to all aspects of workplace law. Make sure you are subscribed to <u>Fisher Phillips' Insight System</u> to get the most up-to-date information. If you have questions, contact your Fisher Phillips attorney.

Related People



Sheila M. Abron Partner 803.740.7676 Email



Risa B. Boerner, CIPP/US, CIPM Partner 610.230.2132 Email



Kathleen McLeod Caminiti
Partner and Co-Chair, Wage and Hour Practice Group
908.516.1062
Email



Caroline Cheek Associate 704.334.3137 Email



J. Randall Coffey Partner 816.842.8770 Email



Benjamin M. Ebbink Partner 916.210.0400 Email



Michael P. Elkon Partner 404.240.5849 Email



Lauren Frisch Partner 404.240.4275 Email



Lonnie D. Giamela Partner 213.330.4454 Email



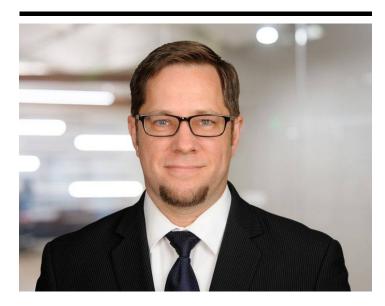
R. Bryan Holbrook Partner 704.778.4173 Email



Ralph Hua Partner - In Memoriam



Zinnia Khan Associate 617.904.7442 Email



Sean Kingston

Partner 949.798.2137 Email



Matthew R. Korn Partner 803.740.7652 Email



Erik M. Laiho Partner 503.205.8068 Email



Lauren Laing Legal Content Counsel 412.822.6623 Email



Eleanor F. Miller Associate 202.916.7189 Email



Joshua D. NadreauRegional Managing Partner and Vice Chair, Labor Relations Group 617.722.0044
Email



Lisa Nagele-Piazza Lead Content Counsel 404.760.7943 Email



Monica Snyder Perl Partner 617.532.9327 Email



Katie Reynolds Associate 617.532.6945 Email



Terri R. Stewart Regional Managing Partner 404.240.4247 Email



J. Hagood TighePartner and Co-Chair, Wage and Hour Practice Group 803.740.7655
Email

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