

Vorys At Work

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The Vorys labor and employment team has developed an educational platform – Vorys at Work – to provide important updates and training for HR professionals and in house counsel on labor and employment law trends, employee benefits issues, developments, decisions and law changes from across the U.S. From **frequent alerts** and **blog posts** to **complimentary webinars** and **podcast episodes**, Vorys at Work provides critical information in a vast array of formats. Scroll down to see some of our recent alerts, podcast episodes and upcoming events. To receive updates and invitations from Vorys at Work, [click here](#).

3/6/2023 | Supreme Court Holds That Day Rate Pay Is Not a Salary

The United States Supreme Court recently decided in *Helix Energy Solutions Group, Inc. v. Hewitt* that paying employees a “day rate” does not qualify as being paid on a “salary basis.” [Read more.](#)

2/23/2023 | NLRB Limits Confidentiality and Non-Disparagement Clauses in Severance Agreements

On February 21, 2023, the National Labor Relations Board (NLRB) issued its decision in *McLaren Macomb*, which ruled that an employer violates Section 8(a)(1) of the National Labor Relations Act (NLRA) when it includes provisions in severance agreements that restrict or have a tendency to interfere with workers’ organizing rights. [Read more.](#)

2/16/2023 | Illinois Mandates Paid Leave for All Employees

Illinois will join Maine and Nevada in requiring that employers provide paid time off for any reason. Read more.

2/2/2023 | San Francisco Requires Employers to Provide Paid Military Leave

The City of San Francisco recently enacted a first-of-its-kind municipal ordinance, the Military Leave Pay Protection Act, mandating that private employers provide paid military leave to their employees. Read more.

1/27/2023 | Significant Changes to New Jersey's WARN ACT

In January 2020, New Jersey enacted significant changes to the state's existing Millville Dallas Airmotive Plant Job Loss Notification Act, commonly referred to as NJ WARN. Read more.

About Vorys on Labor

Vorys on Labor focuses on traditional labor issues of interest to labor professionals in both the public and private sector. Vorys on Labor will help keep you informed about recent developments at the National Labor Relations Board, the Ohio State Employment Relations Board, and in Congress. You can expect to find news and commentary about these developments and many other topics, including the Employee Free Choice Act (EFCA), union membership, and union organizing.

Upcoming Event: 2023 Cincinnati Labor and Employment Seminar

Webinar on Demand: Proactive Strategies to Address Unionization Attempts

The marked increase in unionization efforts nationally is obvious; but solutions that will address the cause, rather than the effects, of such unionization efforts are less clear. For decades, employees have turned to labor unions when they feel their company is not listening to their collective demands. Employees now have a renewed interest in communicating with labor unions to act on their behalf when they do not get what they want. For their part, unions are focusing organizational efforts on industries that have not traditionally been unionized. In this session, Dan Clark and Michael Shoenfelt addressed the proactive measures companies can take now to address potential unionization.

Special Episode: OSHA Vaccine Mandate

In special edition of the Vorys at Work Podcast, we present a previously recorded webinar which focused on the OSHA's Private-Sector Vaccination/Testing Mandate. Vorys Partner and host Chaz Billington introduces the episode as well and provides recent updates to the emergency temporary standard (ETS). Throughout this episode Vorys labor and employment attorneys from our COVID-19 task force will discuss how the ETS will impact your business and the legal challenges you may face with the new requirements and will also address the rule issued by the Centers for Medicare & Medicaid Services (CMS) requiring workers at Medicare and Medicaid participating facilities to be vaccinated. [Play episode.](#)

Interview with a Plaintiff's Attorney: Advice from the Other Side of the Pleading

In this edition of the Vorys at Work Podcast, Vorys Partner Chaz Billington is joined by Granovsky & Sundaresh Co-Founder, Alex Granovsky. As a member of the plaintiffs' bar, Alex provides his unique perspective on common issues, procedures and practices seen in the world employment law today. The conversation touches on topics including recent developments in Ohio employment legislation, mediation strategies, typical employee grievances and more. [Play episode.](#)

Ohio's Tidal Wave of Employment Litigation and How to Prepare

Employers large and small in Ohio have been caught up in a tidal wave of employment litigation following an overhaul of the state's employment discrimination laws. In this episode Chaz Billington, a partner in Vorys' labor and employment group, and Angela Simmons, associate general counsel for Parker-Hannifin Corporation, discuss best practices to help your organization prepare to defend itself after being sued. Play episode.

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