

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](#).

6/1/2023 | Department of Labor Releases Guidance on the PUMP for Nursing Mothers Act

On May 17, 2023, the U.S. Department of Labor (DOL) issued **guidance** for enforcing the “pump at work” provisions of the Providing Urgent Maternal Protections for Nursing Mothers Act (PUMP Act). [Read more.](#)

5/30/2023 | Sixth Circuit Raises the Bar on FLSA Collective Actions

Employers defending Fair Labor Standards Act (FLSA) claims in Kentucky, Michigan, Ohio, and Tennessee breathed a collective sigh of relief following a recent key victory at the Sixth Circuit Court of Appeals. [Read more.](#)

5/19/2023 | Challenges for Health Plans – Gene Therapy Exclusions and Impending Rash of Special Enrollments

We want to alert plan sponsors to two developments that may impact health plans. [Read more.](#)

5/9/2023 | Employers Must Comply with I-9 Requirements within 30 Days of the Expiration of COVID Flexibilities

U.S. Immigration and Customs Enforcement (ICE) announced on May 4 that employers will have 30 days to comply with Form I-9 requirements after the COVID-19 flexibilities end on July 31, 2023. [Read more.](#)

4/26/2023 | Warehouse Distribution Center Employees Get New Protections under New York Law

New York's Warehouse Worker Protection Act (WWPA) regulates the use of work-related quotas for employees in warehouse distribution centers. [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.

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.

Crossover Episode: ChatGPT, AI and HR

On this crossover episode, Vorys At Work Podcast host **Chaz Billington**, a labor and employment partner in the Vorys Cleveland office, joins Vorys IP Podcast guest host **Mike Messinger**, an IP partner in the Vorys Washington, D.C. office, to discuss the new generative AI tools from an HR perspective. The two also cover best practices for using these new tools. [Play episode.](#)

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.](#)

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