

Introduction to the 2024 Edition

Essential Facts: Employment discusses all aspects of human resource management and clarifies complex employment laws.

Updates to this edition include:

- New York State Enacts Pay Transparency Law, *see* § 1:5.
- California SB 1162 Expands Pay Transparency Requirements, *see* § 1:5.
- EEOC Issues Technical Assistance Guidance on The Use Of Advanced Technology Tools, Including Artificial Intelligence, *see* § 1:13.
- New Cannabis Laws in California and Washington, *see* § 1:29.
- Congress Enacts “Fair Hiring in Banking” to Remove Certain Barriers to Employment in the Financial Services Industry, *see* § 2:9.
- Supreme Court to Resolve Whether “Objectively Reasonable” Interpretation of Legal Obligation Insulates Defendants from False Claims Act Liability, *see* § 3:16.
- FTC Proposes Rule Banning use of Non-Competes with Employees and Workers and Limiting Employer Protections Against Unfair Competition, *see* § 3:21.
- National Labor Relations Board Attack on Non-Competes, *see* § 3:21.
- DOL’s Proposed FLSA Independent Contractor Rule: Control and Scheduling, *see* § 3:26.
- Supreme Court Holds That Highly-Compensated Employees Solely Paid a Day Rate Must Meet Reasonable Relationship Test, *see* § 5:35.
- Pregnant Workers Fairness Act and Providing Urgent Maternal Protections for Nursing Mothers Act of 2023, *see* § 6:16.
- EEOC Adopts 2022-2026 Strategic Plan With an Emphasis on Large-Scale Litigation, Improving Internal EEOC Processes, *see* § 6:19.
- A Unanimous Supreme Court Rules on Undue Hardship in Religious Accommodation: De Minimis Is Out, “Substantial Increased Costs” Is In, *see* § 6:40.
- Supreme Court Bans Affirmative Action in College Admissions: Exploring Potential Employment Implications, *see* § 6:56.

- The NLRB Revises Legal Test for Lawfulness of Workplace Rules, *see* § 9:12.
- NLRB Expands Section 7 Protections to Workers Who Advocate for Nonemployees, *see* § 9:12.
- NLRB Targets Confidentiality and Non-Disparagement Provisions, *see* § 9:15.
- OSHA Issues Heat Hazard Alert Reminding Employers to Protect Workers Against Heat Illness and Injury—States are Following Suit, *see* § 10:52.
- Other updates throughout.