

# PUBLICATION

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## Fall L&E Series: Tackling the Federal Changes to the Modern Workplace

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Every time you turn around it seems as if there is a new requirement or interpretation for employers. From changes in accommodations for pregnant employees or new requirements to qualify for exemption to overtime, the federal activity surrounding employment law is seeing unprecedented activity. In recent years, all three branches of the federal government – executive, judicial and administrative – are taking positions on numerous issues directly affecting (and changing) the modern workplace. Whether it is U.S. Supreme Court issuing new interpretations to the Department of Labor proposing new regulations, it is no wonder employers are struggling to keep up with the frequent changes. And each change brings with it a multitude of new compliance obligations for employers, as well as new obstacles for which employers need to analyze and prepare.

Over the next few months, Baker Donelson's Labor & Employment Practice Group will offer a series of webinars, seminars, articles and Q&A's to assist our clients in understanding the massive changes in the federal law. Such topics will include:

**Independent Contractor Misclassification – A Problem for Uber or a Problem for You-ber?** Join us September 9 for our kick-off webinar as we focus on the DOL's position on independent contractors and unpaid interns. Last month, the U.S. DOL published new worker misclassification guidance and served "fair notice to scofflaws" who misclassify employees as independent contractors. Is your company at risk? We will discuss the DOL's recent announcement and strategies for how your company can stay out of the DOL's crosshairs.

**How to Handle Conversion from Exempt to Non-Exempt.** The DOL's proposed changes to the overtime law requirements and what you need to know.

**The Political EEOC.** From their position on pregnancy accommodations to discrimination against transsexuals and sexual orientation, the EEOC has taken an active position on many topics this year. We will also discuss the EEOC's pilot program "ACT Digital," which will enable the electronic handling of EEOC charges.

**NLRB's Assault on Precedent.** Find out the latest on quickie elections, handbooks, social media policies, jurisdiction over Indian tribal casinos, confidentiality of workplace investigations, and franchises as "joint employers."