

# "2015 Employment Law Updates," Garvey Schubert Barer

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## **2015 Employment Law Updates**

The Oregon Legislature has made changes to employment laws that will be effective January 1, 2016. These changes will require employers to update their policy handbooks and job applications, as well as retrain their supervisors and managers. Paid sick leave is now a requirement for most employers. Is your workplace prepared?

The federal government – specifically, the Department of Labor (DOL) – has issued proposed changes to the regulations that govern the FLSA white collar overtime exemptions. What should you be doing now to address the anticipated changes?

The DOL has also recently issued guidance on how businesses should distinguish between employees and independent contractors. Are you confident you have classified your workers correctly?

Meanwhile, the National Labor Relations Board (NLRB) has been issuing guidance and rulings that affect both unionized and non-unionized workplaces alike – such as its recent ruling that expands the definition of "joint employer." Are you familiar with this and other significant NLRB rulings in 2015?

We will review the legal developments and upcoming changes that will affect the Oregon workplace in 2016 (or sooner) and offer practical advice for you to stay up-to-date and compliant with the latest developments in labor and employment law.