

SESSION 3

Labor and Employment

Monday, January 25, 2020

3:00 p.m. – 4:00 p.m.

Pub K

PUBLIC CONTRACTS



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Looking Forward – Key Labor and Employment Issues for 2021

- COVID-19
- Executive Orders
- FLSA & NLRB

COVID-19

- Vaccines – December 16, 2020 EEOC Guidance – employer mandatory vaccine policies.
- Mandatory Regulations – OSHA, NJ, VA, MD, CA, OR, WA, AZ, others.
- State and Local Leave Laws – CA, CO, WDC COVID 19 leave laws
- Paid Leave - FFCRA - Consolidated Appropriations Act, 2021

EXECUTIVE ORDERS

- Overview of Biden Administration Expected Policies (including Affirmative Action)
- OFCCP Religious Exemptions (41 C.F.R. 60-1.3 & 1.5)
- Role of Executive Orders
 - ▶ When Congress Gridlocked
 - ▶ Speed of Adoption and Implementation

EXECUTIVE ORDERS

■ Key Executive Orders

- ▶ Worker Non-displacement (EO 13495)
- ▶ Notification of Employee Rights (EO 13496)
- ▶ Minimum Wage (EO 13658)
- ▶ Pay Transparency (EO 13665)
- ▶ Sexual Orientation and Gender Identity (EO 13672)
- ▶ Fair Pay/Safe Workplaces (EO 13673)
- ▶ Paid Sick Leave (EO 13706)
- ▶ Combating Race and Sex Stereotyping (EO 13950) (enjoined)

NLRB & Wage & Hour

- Pay Equity/Enforcement
- More Active NLRB/Transportation Bill
- FLSA – Increase salary threshold, Increase in FLSA Overtime Suits (29 C.F.R. Part 541)

Challenge Question



Submit your answer to craig@pubklaw.com
Subject line: Panel 3 Challenge Question