

Owner to Owner Podcast Notes



Employment Law Updates with Littler Mendelson Law Firm Episode #4

Summary:

Felicia Harris, Founder, and CEO of EverythingHR and EverythingHR Financial Services, interviews a team from Littler Mendelson Law Firm regarding employment law updates. They discuss a range of updates and pitfalls including paid time off, minimum wage, immigration, legal marijuana use, firearms, and sexual harassment.

Show Notes:

- Littler Mendelson Law Firm practices exclusively labor and employment law
- Get inside information from the largest labor law firm in the world with 1400 attorneys; it is exclusively an employer management defense firm
- Michigan recent law updates - new paid sick leave going into effect in March 2019
- The politics and reasons behind the sick leave act
- There was no mandatory paid sick leave in Michigan before this act was passed
- To be in compliance with the new law, any company with 50 or more employees should definitely consult with its legal team
- Status on state Guidance - Guidance from the state would be helpful, but it may not happen
- Employers should consult with legal teams to know whether specific employees are covered by the new act
- Michigan state legislature passed a minimum wage increase law which will again increase at the end of March
- Current wages for salaried workers and how to calculate work time based on the Fair Labor Standards Act
- Immigration laws including and recent historical background, necessary forms, and other details
- Littler Mendelson collaborates with someone's existing legal counsel
- How the recent legalization of recreational marijuana is impacting labor laws nationwide
- Why there is more focus on firearms in the workplace, especially open-carry of a firearm in a work parking lot
- The "Me Too" movement and why employers need to take it seriously

3 Key Points:

1. There are many shifting legal issues to consider when it comes to labor and employment law.
2. Employers should constantly check in with legal counsel to make sure that they are up to date.
3. Littler Mendelson will collaborate openly with any other legal counsel.

Tweetable Quotes:

“Michigan is the first state in the midwest to jump on the bandwagon and provide paid sick leave.”

“There is no substitute for an employer [dealing with immigration issues] to have on-call a confident immigration lawyer.”

“If there’s one thing that we could point out for employers, it’s the need to take sexual harassment very seriously.”

Resources Mentioned

Podcast

<http://elshaddaiconsulting.net/everythinghr-owner-to-owner-podcast.html>

Twitter

<https://twitter.com/everythinghr1>

LinkedIn

<https://www.linkedin.com/company/everythinghr1/>

Connect with Felicia Harris

<https://www.linkedin.com/in/felicia-g-harris/>