

James A. Paretti Jr.

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Focus Areas

Workplace Policy Institute

Overview

James A. Paretti, Jr. is an experienced management-side employment and labor relations attorney with in-depth political and policy knowledge of labor, pension, healthcare and employment law, regulations and legislation. Jim is well versed in all aspects of legislative and political processes with demonstrated knowledge in the substance of federal labor and employment policy. He has over two decades of experience working with federal legislators and policymakers, including former Speaker of the U.S. House of Representatives, Chairmen of the U.S. House Committee on Education and the Workforce, and senior level administration officials.

Prior to joining Littler, Jim was chief of staff and senior counsel to the acting chair of the Equal Employment Opportunity Commission. He provided legal and political counsel with respect to all aspects of agency business, administered and managed the Office of the Chair where he was responsible for over 2,200 employees and a 375 million dollar annual budget, and served as primary liaison to regulated stakeholders and Capitol Hill.

His extensive experience includes developing policy and providing legal counsel on the Committee on Education and Labor in the U.S. House of Representatives as well as coordinating external communications and media relations for a senior member of Congress. Jim represented corporate and nonprofit clients in employment litigation in federal and state court, before administrative agencies and in private arbitration while with two Boston firms.

During law school, he held positions as editor as well as note and comment editor for the *New York University Law Review*.

Recognition

- Recipient, John J. Galgay Fellowship in Bankruptcy and Reorganization Law, *New York University School of Law*, 1995
- Dean's List, *Harvard College*, all semesters

Education

J.D., New York University School of Law, 1997, *cum laude*

A.B., Harvard College, 1990

Bar Admissions

District of Columbia

New York

Massachusetts

Publications & Press

Texas District Court Narrowly Stays and Enjoins FTC's Non-Compete Rule

Littler ASAP

July 4, 2024

Texas District Court Narrowly Enjoins White-Collar Overtime Regulations

Littler ASAP

June 29, 2024

Attacks on Overtime Rule's Salary Levels Carry Business Downside

Bloomberg Law

June 11, 2024

DOL releases final rule increasing 'white collar' overtime minimum salary levels

Benefits PRO

June 5, 2024

EEOC Commissioner Charge Hike Puts More Power in Members' Hands

Bloomberg Law

May 31, 2024

EEOC Charges Show Workers' Quick Grasp Of Pregnancy Law

Law360 Employment Authority

May 17, 2024

'Not What Anybody Signed Up For': A Legal Expert Weighs In on the Labor Rule That Could Destroy Franchising

Entrepreneur

May 15, 2024

New overtime rule may not survive expected court challenge

American City Business Journals

May 10, 2024

Punching In: EEOC Brings Harassment Guidance to Virtual Spaces

Bloomberg Law

May 6, 2024

Annual Report on EEOC Developments – Fiscal Year 2023

Littler Report

May 6, 2024

EEOC Updates Workplace Harassment Guidance

Littler Insight

April 30, 2024

3 Tips For Navigating DOL's New OT Rule

Law360 Employment Authority

April 29, 2024

DOL's 'unprecedented,' two-pronged overtime rule adds new HR wrinkles

HR Dive

April 24, 2024

401(k) Advice, Overtime Rules Poised to Reprise Obama-Era Fights

Bloomberg Law

April 24, 2024

New overtime rule may not survive expected court challenge

American City Business Journals

April 24, 2024

4 Takeaways From The DOL's Final Overtime Rule

Law360 Employment Authority

April 24, 2024

Department of Labor Publishes Final Rule to Update the Salary Level for Overtime Eligibility

Littler ASAP

April 23, 2024

FTC Issues Final Rule Effectively Banning Workplace Non-Compete Agreements

Littler Insight

April 23, 2024

Partisan Split On Display As EEOC Makes Policy Strides

Law360 Employment Authority

April 11, 2024

Federal Court Vacates NLRB Joint Employer Rule, Restores 2020 “Substantial Direct and Immediate Control” Standard

Littler Insight

March 10, 2024

House Hearing Highlights Real Estate Contractor Question

Law360 Employment Authority

February 15, 2024

Mark Cuban’s Clash With EEOC Official Shows Bias Proof Confusion

Bloomberg Law

February 12, 2024

Employers Ask ‘What Is AI’ as Regulators Probe Hiring Biases

Bloomberg Law

January 30, 2024

Chevron's Potential Demise: What Bias Attys Should Know

Law360 Employment Authority

January 26, 2024

Massachusetts Revises Guidance on Paid Family and Medical Leave

SHRM Online

January 10, 2024

U.S. Department of Labor Finalizes Independent Contractor Regulation

Littler Insight

January 9, 2024

5 Cases General Counsel Should Watch In 2024

Law360 Pulse

January 2, 2024

Massachusetts Revises Paid Family and Medical Leave Guidance to Provide More Discretion to Employers

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January 2, 2024

DOL to Require Successor Employers to Offer Right of First Refusal to Predecessor Employees Under Service Contract Act

Littler ASAP

December 18, 2023

How The High Court Shook Up Workplace Bias Law In 2023

Law360 Employment Authority

December 12, 2023

Justice O'Connor's Lasting Impact On Sex Harassment Law

Law360 Employment Authority

December 4, 2023

10 California Bills that May Resurface in 2024

SHRM Online

November 21, 2023

In Focus At The EEOC: Emerging And Developing Issues

Law360

November 15, 2023

Joint Employment Rules Vary by Agency: Different Tests Explained

Bloomberg Law

October 27, 2023

Labor Board's Joint Employer Rule Faces Court, Congress Hurdles

Bloomberg Law

October 27, 2023

3 Takeaways From NLRB's Latest Joint Employment Rule

Law360 Employment Authority

October 26, 2023

NLRB Final Joint-Employer Rule Dramatically Expands Definition of Joint Employment Under the NLRA

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October 26, 2023

New EEOC Top Cop Bolsters Dem Leaders' Playbook

Law360 Employment Authority

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EEOC's Year-End Lawsuit Surge Puts Focus On ADA

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What To Know If Partisan Gridlock Shuts Down EEOC

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September 27, 2023

3 Takeaways From EEOC's Finalized Enforcement Strategy

Law360 Employment Authority

September 25, 2023

Littler AI in the Workplace Survey Report 2023

Littler Report

September 25, 2023

Workplace AI Use On The Rise, But Regulatory Guidance And HR Policies Still Taking Shape, Littler Survey Finds

Littler Press Release

September 25, 2023

Littler's Workplace Policy Institute Releases 2023 Labor Day Report

Littler Press Release

September 5, 2023

WPI Labor Day Report 2023

Littler WPI Report

September 5, 2023

DOL Proposes to Significantly Increase the Minimum Salary Level to Qualify for the “White Collar” Overtime Exemptions

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August 30, 2023

EEOC Eyes Revival of Race-Gender Pay Reports, Tempting Lawsuits

Bloomberg Law

August 18, 2023

4 Areas To Watch As EEOC Gets Final Puzzle Piece In Place

Law360 Employment Authority

August 8, 2023

EEOC Guidance Provides Examples of Accommodations for People with Visual Disabilities

SHRM Online

August 3, 2023

Express Yourself – Supreme Court Rules that Businesses May Deny “Expressive Services” to the Public Based on Their Owner’s Beliefs

LexisNexis|Practical Guidance

July 25, 2023

Kotagal's Arrival Pushes EEOC Into High Gear

Law360 Employment Authority

July 13, 2023

Express Yourself – Supreme Court Rules that Businesses May Deny “Expressive Services” to the Public Based on Their Owner’s Beliefs

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Nearly 50 Years Later, the Supreme Court “Clarifies” the Undue Hardship Standard in Religious Accommodation Claims

Littler Insight

June 30, 2023

European AI Act Progresses to the Next Stage of the Legislative Process

Littler ASAP

June 22, 2023

Latest labor board ruling broadens who’s considered an employee — for now

Marketplace

June 15, 2023

Third Try's the Charm? National Labor Relations Board (Again) Narrows Definition of "Independent Contractor" Under the National Labor Relations Act

Littler Insight

June 14, 2023

Federal regulators urge HR to perform AI bias audits

TechTarget

May 18, 2023

EEOC Issues Guidance on Use of Artificial Intelligence Tools in Employment Selection Procedures Under Title VII

Littler Insight

May 18, 2023

EEOC Issues Guidance on Use of AI

SHRM Online

May 18, 2023

An Overview of the Employment Law Issues Posed by Generative AI in the Workplace

Littler Report

May 11, 2023

NYC Agency to Hold Employer-focused Roundtable to Clarify New AI Regulations

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April 27, 2023

Annual Report on EEOC Developments – Fiscal Year 2022

Littler Report

April 25, 2023

Littler WPI Contests FTC Proposed Ban on Non-Competes on Behalf of Employers

Littler Press Release

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Supreme Court Hears Oral Argument on Title VII Religious Accommodation Standard

Littler ASAP

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New York City Adopts Final Regulations on Use of AI in Hiring and Promotion, Extends Enforcement Date to July 5, 2023

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April 13, 2023

Tiger Woods Case Tests Breadth of New #MeToo Nondisclosure Law

Bloomberg Law

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3 Takeaways From The EEOC's Latest Performance Report

Law360 Employment Authority

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California Legislature Serves Up Bill Proposing Joint Employer Liability For Fast Food Franchisors

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February 21, 2023

When It Comes to AI-Based Recruiting Tech, Tread Carefully

WorldatWork

February 14, 2023

Bipartisan Passage of Workplace Laws Puts Employers on Notice

Bloomberg Law

February 3, 2023

What are the key areas our organization should keep top of mind when considering AI and ADA in our workplace?

Littler 2 the Point Video

January 24, 2023

4 Priorities Highlighted In The EEOC's Draft Enforcement Plan

Law360 Employment Authority

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Regulatory Update: New Law Ends Sexual Harassment NDAs

EHS Today

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Discrimination Legislation And Regulations To Watch In 2023

Law360 Employment Authority

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National Labor Relations Board Expands Make-Whole Remedy

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New York City Defers AI Law Enforcement to April 15, 2023

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President Biden Enacts Speak Out Act Curtailing the Use of Pre-Dispute Non-Disclosure and Non-Disparagement Clauses Involving Sexual Assault and Harassment Claims

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December 12, 2022

How Biden's pledge to be the 'most pro-union' US president has affected HR

HR Brew

November 29, 2022

Gig Workers Face Unclear Path in Bill to Nix Nondisclosure Pacts

Bloomberg Law

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OFCCP Sued to Compel Release of EEO-1 Data

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Confusion Reigns over Approaching New York City AI Bias Audit Law

Asian Robotics Review

November 16, 2022

3 Areas Where A Democratic-Led EEOC Will Leave Its Mark

Law360 Employment Authority

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Midterm Election Results Could Put EEOC Under Microscope

Law360 Employment Authority

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NLRB General Counsel Calls for Board to Crack Down on Electronic Surveillance and Automated Management Practices

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Employers, It's Time to Update Your EEO Poster

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New Guidance on Contractor Vaccine Mandate Anticipated Soon

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Department of Labor Proposes New Rule for Independent Contractor Status

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New York City Proposes Rules on Automated Employment Decision Tools

SHRM Online

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New York City Proposes Regulations to Clarify Requirements for Using Automated Employment Decision Tools

Littler ASAP

September 23, 2022

NLRB's Proposed Joint-Employer Standard Would Dramatically Expand the Scope of "Joint Employment"

Franchising.com

September 12, 2022

NLRB's Joint Employer Move May Foreshadow EEOC Action

Law360 Employment Authority

September 12, 2022

Littler's Annual Labor Day Report

Industry Today

September 7, 2022

Littler's Workplace Policy Institute Releases 2022 Labor Day Report

Littler Press Release

September 6, 2022

NLRB Proposes New Joint-Employer Standard That Would Dramatically Expand Scope of "Joint Employment" Under the National Labor Relations Act

Littler Insight

September 6, 2022

WPI Labor Day Report 2022

Littler WPI Report

September 5, 2022

Appeals Court Limits Injunction of Government Contractor Vaccine Mandate, But Enforcement Unlikely for Now

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OFCCP Plans to Disclose Confidential Employer EEO-1 Data: Can Employers Protect Their Information?

Littler Insight

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EEOC Nominee Opposition Stems From Fear of Panel Majority Shift

Bloomberg Law

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EEOC Updates COVID-19 Guidance, Potentially Limiting Employers' Ability to Screen Employees for COVID-19

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NLRB GC's Settlement Push Already Being Felt, Attys Say

Law360 Employment Authority

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U.S. District Court Denies Preliminary Injunction Against Florida "Stop-WOKE" Law

SHRM Online

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New Connecticut law limits "captive audience" meetings in the workplace

Marketplace

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Down But Not Out: U.S. District Court Denies Preliminary Injunction Against Florida "Stop-WOKE" Law

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NLRB General Counsel Continues Push for Extraordinary Remedies

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Spring Regulatory Agenda Provides Roadmap to Anticipated Federal Rulemaking

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How Federal Workplace Law Could Apply In A Post-Roe World

Law360 Employment Authority

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EEOC Issues Guidance on Artificial Intelligence and Americans with Disabilities Act Considerations

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May 18, 2022

The Littler Annual Employer Survey 2022

Littler Report

May 4, 2022

Littler Survey: Competitive Talent Market and Pandemic Uncertainty Complicate Return-to-Office Policies

Littler Press Release

May 4, 2022

Annual Report on EEOC Developments – Fiscal Year 2021

Littler Report

April 26, 2022

Florida Limits Permissible Workplace Training on Diversity, Implicit Bias, and Systemic Racism

Littler ASAP

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USDOL's Proposed Rewrite of Davis-Bacon Enforcement Rules: Back to the 1970s

Littler Insight

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Application of 'ABC Test' to Franchise Relationships May Cause 'Wave of Misclassification Litigation,' Employment Lawyers Say

Law.com

April 12, 2022

NLRB General Counsel Aggressively Seeks to Expand Unions' Right to Demand Recognition; Restrict Employer Speech

Littler ASAP

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Judge Ketanji Brown Jackson is Confirmed as Next SCOTUS Justice

Littler Insight

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New OFCCP Directive Increases Employer Burden in Compliance Review Process

Littler Insight

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Two Developments Could Impact California's Proposed Regulations Governing AI and Automated Decision-making

Littler ASAP

April 4, 2022

4 More Things The EEOC Could Do To Help LGBTQ Workers

Law360 Employment Authority

April 1, 2022

Massachusetts Top Court Issues Key Ruling Impacting Independent Contractors

Littler Insight

March 31, 2022

America's Top Employers Are Winning at RaceData Transparency - Except Musk and Buffett

Bloomberg Equality

March 21, 2022

California Fair Employment & Housing Council Proposes Sweeping Regulation of Automated Decision-making and Artificial Intelligence in Employment

Littler ASAP

March 17, 2022

Federal Court Decision Protects Independent Contractor Status

Littler ASAP

March 15, 2022

EEOC Budget Could See \$15.5M Boost From Spending Bill

Law360 Employment Authority

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Following Ukraine Invasion, Russian-American Workers Are Being Harassed

SHRM Online

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Labor of Law: Should Employers Be Liable When Their AI Tools Break the Law?

Law.com

March 3, 2022

Court shifts vaccine choice back to employers

Business Insurance

February 1, 2022

4 Discrimination Questions Employers Have About COVID-19

Law360 Employment Authority

January 21, 2022

An Update on the Federal Contractor Vaccine Mandate: No Need to Comply for Now, but Private Arrangements May Still be Enforceable

Littler Insight

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Labor Agencies Face Biden Enforcement Push Without Extra Funding

Bloomberg Law

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Supreme Court Stays OSHA “Vaccinate or Test” Emergency Temporary Standard

Littler ASAP

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Justices Sink Vax-Or-Test Rule But Clear Health Care Mandate

Law360

January 13, 2022

Justices Seem Divided on OSHA’s Authority to Issue Vaccine-or-Testing ETS

SHRM Online

January 10, 2022

Biden’s federal vaccine mandate for workplace in trouble at Supreme Court

Politico

January 7, 2022

U.S. Supreme Court to Hear Oral Argument on OSHA ETS, Medicare/Medicaid Vaccination Mandates on Friday, January 7, 2022

Littler ASAP

January 5, 2022

New York City Enacts Law that Hinders Use of Automated Tools in Hiring and Promotion Decisions

Littler Insight

December 28, 2021

Cal/OSHA Approves 2nd Readoption of ETS and Governor Issues Order Potentially Further Extending COVID Restrictions

Littler ASAP

December 17, 2021

Reprisal on the Rise: EEOC Updates Addresses COVID-Related Retaliation

WorldatWork

December 15, 2021

EEOC Gridlock Over Regulatory Playbook to Continue into 2022

Bloomberg Law

December 14, 2021

Down the Rabbit Hole: A Trip through the OFCCP's New Contractor Portal

Littler Insight

December 14, 2021

Federal Contractor and Subcontractor Vaccine Mandate Temporarily Enjoined in Kentucky, Ohio, and Tennessee

Littler Insight

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Punching In: Biden's Work Retaliation Enforcement Push Is Coming

Bloomberg Law

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Alabama Joins Pushback on Vaccine Mandates

Littler ASAP

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The Safer Federal Workforce Task Force Publishes Additional Federal Contractor and Subcontractor Guidance

Littler Insight

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4 Steps for Handling Religious Objections to Workplace Vaccine Mandates

SHRM Online

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Guide to Federal Contractor Obligations under Recent COVID-19 Executive Orders

Littler Insight

September 30, 2021

The Safer Federal Workforce Task Force Publishes its Federal Contractor and Subcontractor Guidance

Littler Insight

September 24, 2021

Many Unknowns as Franchise Industry Considers COVID Vaccine Mandate

Franchise Times

September 14, 2021

President Biden's COVID-19 Action Plan—What Employers Want to Know

Littler Insight

September 14, 2021

U.S. House Poised to Add Civil Penalties to National Labor Relations Act

Littler ASAP

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White House Announces Vaccine Mandates for Employees of Large Private Employers, Federal Contractors, and Most Healthcare Employers

Littler Insight

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WPI Labor Day Report 2021

Littler WPI Report

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OFCCP Reverses Course, Will Use EEO-1 Pay Data for Investigation, Enforcement

Littler ASAP

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Biden Announces Vaccine Requirements for Federal Employees, Contractors

Littler ASAP

July 30, 2021

Employers Tiptoeing into TikTok Hiring: Beware, Attorneys Say

Bloomberg Law

July 30, 2021

Department of Labor Withdraws Joint Employer Regulations

Littler ASAP

July 29, 2021

Mandating COVID-19 Vaccines

HR Professionals Magazine

July 28, 2021

Why Workplace COVID-19 Vaccine Mandates Aren't Widespread -- Yet

The Wall Street Journal

July 27, 2021

EEOC's Pandemic Operations Get High Marks From Lawyers

Law360 Employment Authority

July 20, 2021

President Biden Seeks to Regulate (and Potentially Ban) Non-Competes

Littler ASAP

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What To Know About EEOC Conciliation Regs' Coming Demise

Law360 Employment Authority

June 24, 2021

Labor and Employment Rulemaking Prominent in President Biden's First Regulatory Agenda

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June 16, 2021

Dear Littler: May We Ask Our Employees About Their COVID-19 Vaccination Status?

Dear Littler

June 14, 2021

COVID-19 Vaccine Ruling Is Good News for Employers, Lawyers Say

Texas Lawyer

June 14, 2021

President's FY 2022 Budget Proposal Boosts Labor and Employment Funding

Littler ASAP

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Key Takeaways from the EEOC's Updated Guidance Regarding COVID-19 Vaccinations, Incentives

Littler Insight

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Biden Nominates SEIU Attorney to National Labor Relations Board

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EEOC Blesses Vaccine Incentives, But Gray Areas Remain

Law360 Employment Authority

May 28, 2021

What Biden's worker organizing task force could mean for non-union employers

HR Dive

May 25, 2021

Employers Should Start Preparing their EEO-1 Reports Now

SHRM Online

May 21, 2021

DOL Withdraws Independent Contractor Regulations, Meaning More Uncertainty for Employers

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May 14, 2021

Hitting the Ground Running: The First 100 Days of the Biden Administration, and Key Takeaways for Employers

Littler Insight

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Paid Family Leave In \$1.8T Biden Plan No Sure Thing

Law360

April 28, 2021

Biden Increases Minimum Wage and Phases Out Tip Credit for Federal Contractors

Littler ASAP

April 28, 2021

Biden Issues Executive Order to Encourage Worker Organizing and Bargaining

Littler ASAP

April 27, 2021

Can My Boss Force Me Not to Wear a Face Mask at Work?

The Wall Street Journal

April 26, 2021

Biden Calls on Employers to Provide Paid Time Off for Vaccination

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EEOC Hiring Bump May Mean Faster Outcomes, Bigger Cases

Law360 Employment Authority

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What's at Stake with the PRO Act Vote

World at Work

April 14, 2021

Biden Unveils Infrastructure Plan with Heavy Focus on Organized Labor

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Inaugural Report of Littler's Global Workplace Transformation Initiative

Littler Report

March 30, 2021

OFCCP Week In Review

Direct Employers Association

March 29, 2021

Latest COVID-19 Relief Package Provides Tax Credits for Voluntary Paid Sick and Family Leave

Littler ASAP

March 18, 2021

Biden signs coronavirus relief law expanding FFCRA tax credit, unemployment funding

HR Dive

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Department of Labor Proposes to Roll Back Joint Employment, Independent Contractor Rules

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House Passes Sweeping Labor Law Rewrite

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\$1.9 Trillion COVID Relief Package on Track to Become Law

Littler ASAP

March 8, 2021

Annual Report on EEOC Developments – Fiscal Year 2020

Littler Report

March 1, 2021

DOL Gets 1,500 Comments On Contractor Rule Delay Proposal

Law360

February 26, 2021

Equality Act's Critics Rally Around RFRA Nullification

Law360

February 25, 2021

OFCCP Has Fresh Chance to Improve Diversity, Compensation Enforcement

Bloomberg Law

February 10, 2021

California DFEH on Track to Collect Pay Data Reports by March 31, 2021

Littler Insight

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W-2s May Need to Be Corrected Due to the FFCRA

SHRM Online

January 27, 2021

Restaurants push for more access to COVID vaccine, but unlikely to force workers to receive it

CNBC

January 25, 2021

Biden Revokes Trump Executive Order on Diversity and Inclusion, Adopts Policies “Advancing Racial Equity” and Extending LGBT Protections

Littler ASAP

January 25, 2021

Biden Names Charlotte Burrows as EEOC Chair

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January 22, 2021

President-Elect Biden Releases COVID-19 Economic Stimulus Proposal

Littler ASAP

January 19, 2021

What to Expect in Labor and Employment Law Under the Biden Administration

Littler Insight

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DOL Simplifies Independent Contractor Analysis in Final Rule

Littler Insight

January 7, 2021

Bostock's Been On The Books For 6 Months. What's Next?

Law360

January 3, 2021

Trump signs coronavirus relief bill without demanded revisions

HR Dive

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Federal Court Issues Nationwide Injunction of Executive Order on Diversity and Inclusion Training

Littler ASAP

December 23, 2020

Coronavirus relief bill extends FFCRA tax credits to March 2021

HR Dive

December 21, 2020

Congress Set to Approve Additional COVID-19 Relief for Individuals, Small Businesses

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December 21, 2020

EEOC Issues Guidance on COVID-19 Vaccination Policies

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Storage, Dosage Demands Push Employers' Covid-19 Shots Off Site

Bloomberg Law

December 17, 2020

EEOC Predicted to Veer From Novel Lawsuits in Early Biden Years

Bloomberg Law

November 30, 2020

California Provides Additional Guidance on Employee Pay Data Reporting

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Littler WPI's Election Report: How Voters Have Shaped Workplace Policy

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Future Biden EEOC Chair May Face Headwinds with GOP Majority

Bloomberg Law

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California's Proposition 22: Impacts in the Golden State and Beyond

Littler Insight

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California Offers Limited Guidance on New Pay Data Reporting Requirements; Further Guidance Expected

Littler ASAP

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Demystifying President Trump's Executive Order on Diversity Training

Littler Podcast

October 26, 2020

OFCCP Issues Voluntary Request for Information Regarding Diversity and Inclusion Programs

Littler ASAP

October 22, 2020

EEOC Proposes Conciliation Procedures Rule

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White House Order Against Diversity Training Generates Confusion

The Wall Street Journal

October 8, 2020

Some Diversity Training Programs Are in Limbo After White House Order

The Wall Street Journal

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OFCCP Releases FAQs on Diversity and Inclusion Executive Order

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'My Brain's Not as Sharp': COVID Woes Stalk Workers Back on Job

Bloomberg Law

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AB 5 Update: Newspaper Carriers Secure (Another) One-Year Exception

Littler ASAP

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COVID-19 employment lawsuits

Thomson Reuters Westlaw

September 29, 2020

A Closer Look at Trump's Latest SCOTUS Nominee: Judge Amy Coney Barrett

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September 26, 2020

6 Tips For Employers Tackling Post-Virus Telework Requests

Law360

September 23, 2020

New Executive Order Seeks to Regulate Diversity Training by Federal Contractors and Grant Recipients

Littler Insight

September 23, 2020

EEOC Must Follow Certain Steps Before Filing a Systemic Bias Suit

SHRM Online

September 10, 2020

The State of American Employment in the Midst of the Pandemic

Littler Podcast

September 8, 2020

WPI Labor Day Report 2020

Littler WPI Report

September 8, 2020

What Hospitality Employers Can Expect to See in Employment Law if Vice President Biden Wins the Election

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The “New” AB 5

Littler Podcast

September 1, 2020

Independent Contractor Issues in California: Summer 2020 Update

Littler WPI Report

September 1, 2020

Treasury Department Issues Guidance on Payroll Tax Deferral

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California Poised to Enact Law Requiring Compensation Data Collection

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August 31, 2020

AB 5 Update: AB 2257 Would Amend California Independent Contractor Law

Littler ASAP

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Home Health Agencies Seek Narrower Covid-19 Paid Leave Rule

Bloomberg Law

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White House Takes Executive Action on Unemployment Insurance, Payroll Taxes

Littler ASAP

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As the Pandemic Rages On, Liability Protection Is Vital to Economic Recovery

The National Law Journal

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Going Beyond Compliance to End Workplace Harassment

SHRM Online

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Senate Republicans Unveil Latest COVID-19 Response Legislation

Littler ASAP

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DOL Issues Return-to-Work Guidance Under the Families First Coronavirus Response Act

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A Return to Workplace Civility: The NLRB Adopts the Wright Line Burden-Shifting Approach to Section 7 Speech

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DOL Issues Return-to-Work Guidance Under the Families First Coronavirus Response Act

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Religion, LGBT Rights Again on Collision Course at High Court

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Labor and Employment Rulemaking Prominent in Spring 2020 Regulatory Agenda

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States Enact Laws Limiting COVID-19 Liability

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DOL Provides Guidance on FFCRA Leave Due to Summer Camp Closures

SHRM Online

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EEOC Rule To Revamp 'Conciliation' Process Is On Horizon

Law360

June 30, 2020

DOL Provides Guidance on FFCRA Leave Relating to Summer Camp and Program Closures

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June 29, 2020

COVID-19 Lawsuits and Claims Increasing in Courts Nationwide

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June 23, 2020

EEOC Reverses Course on Allowing Employers to Test Workers for COVID-19

EHS Today

June 23, 2020

EEOC Provides Return-to-Work and COVID-19 Antibody Testing Guidance Under Federal Civil Rights Laws

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June 17, 2020

Decade Of Work Pays Off In Landmark LGBTQ Rights Ruling

Law360

June 15, 2020

Supreme Court Rules that Gay, Lesbian, and Transgender Individuals Are Protected Under Title VII of the Civil Rights Act

Littler Insight

June 15, 2020

Supreme Court Ruling on Gay Rights Affects Work Life for Millions

Wall Street Journal

June 15, 2020

White House Urges Federal Regulators to Support Economic Recovery in Light of COVID-19

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May 20, 2020

House Passes New \$3 Trillion COVID-19 Relief Package with Significant Labor and Employment Provisions, but Future Unclear

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May 18, 2020

Newly Unveiled HEROES Act Includes Grant Program for Employers to Provide Premium Pay to Essential Workers

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May 13, 2020

House Democrats Unveil “Phase 4” COVID-19 Relief Legislation, Including Expansion of Paid Sick and Family Leave, Hazard Pay, and Unemployment Benefits

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May 12, 2020

Risky Business: EEOC Interprets ADA Coverage for Individuals at Higher Risk of Contracting COVID-19

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EEOC Will Not Collect EEO-1 Data This Year

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Wave of COVID-19 Litigation Already Rising, Threatening Employers as They Return to Work

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SBA Releases New Guidance on Paycheck Protection Program Certifications, Announces Safe Harbor for Borrowers that Repay Their Loans

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April 30, 2020

Lawmakers Agree to New Funding for Paycheck Protection Act Program

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April 21, 2020

DOL Clarifies That Gig Workers Can Qualify for COVID-19 Unemployment Benefits When Their Work Dries Up

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April 21, 2020

When Will Employers Need to File EEO-1 Reports in 2020?

SHRM Online

April 17, 2020

CARES Act Offers New Incentives to Employers Considering Student-Loan Repayment Programs

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April 16, 2020

Virus Relief Expands Paid Leave, With Growing Calls For More

HR Dive

April 14, 2020

OSHA Issues Guidance for Employers in Package Delivery Industry

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New DOL Guidance Clarifies Eligibility for \$600 Payments under CARES Act

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DOL Provides Guidance on CARES Act Unemployment Expansion, But Employer Concerns Remain

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SBA Clarifies that to Qualify for Loan Forgiveness, Employers Must Spend Three-Quarters of Paycheck Protection Loans on Payroll Costs

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After Slight Reprieve, DOL Releases Additional Batch of FFCRA Q&As

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IRS Explains How Employers Can Receive Tax Credits under the CARES Act and FFCRA

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DOL Releases Regulations Implementing the Families First Coronavirus Response Act

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CARES Act: Implications for Employers

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DOL Issues Third Batch of Families First Coronavirus Response Act Q&As and Revises Prior Guidance

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March 29, 2020

Second Set of DOL FAQs Provide More Clarity on Upcoming Federal Paid Sick and Family Leave Obligations

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March 27, 2020

Home Care, Senior Facilities Don't Want to Pay Covid-19 Leave

Bloomberg Law

March 26, 2020

Senate Passes CARES Act with Relief for Businesses and Additional Unemployment Benefits

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DOL Releases Q&A Guidance on Families First Coronavirus Response Act

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March 24, 2020

Many Employers Must Offer Paid Leave Under Coronavirus Relief Law

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Senate Approves Paid Sick Leave, Family Medical Leave Expansion; Bill Expected to Become Law

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March 18, 2020

Virus Relief Expands Paid Leave, With Growing Calls For More

Law360

March 18, 2020

Franchises Face New Sick Leave Rules Amid COVID-19 Spread

Franchise Times

March 17, 2020

Congress Makes Significant Changes to Proposed FMLA and Sick Leave Requirements in COVID-19 Bill

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House Passes COVID-19 Response Legislation Including Numerous Paid Leave, Unemployment Provisions

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NLRB's final joint-employer rule brings clarity for employers

Daily Journal

March 10, 2020

AB 5: The Aftermath of California’s Experiment to Eliminate Independent Contractors Offers a Cautionary Tale for Other States

Littler Insight

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Annual Report on EEOC Developments – Fiscal Year 2019

Littler Report

March 5, 2020

NLRB Joint-Employer Rule Restores “Substantial Direct and Immediate Control” Test

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February 25, 2020

EEOC Closes EEO-1 “Component 2” Pay Data Collection; Upcoming Filing Requirements Not Yet Clear

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California Court Concludes that Anti-Arbitration Law is Likely Preempted

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California Challenges The Gig-Economy Giants

Global Finance

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WPI State of the States: New Year, New Legislative Trends

Littler WPI Report

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Plaintiffs’ Bar Seeks to Expand Reach of California’s Dynamex Decision and ABC Test to Franchising, Joint Employment

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California Supreme Court Grants Review of Dynamex Retroactivity – Again

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AI and Automation: Challenges for Today’s General Counsel

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DOL Issues Final Rule on Joint-Employer Status under Fair Labor Standards Act

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Coalition Hopes to Prepare Employers for Changing TIDE

World at Work

January 10, 2020

Initiative to Overturn California Independent Contractor Law for App-Based Drivers, Deliverers Advances

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Littler's Jim Paretti Testifies Before Congress on Future of Work, Emma Coalition

Littler Press Release

December 20, 2019

National and State Trade Groups Sue to Strike Down California "Anti-Arbitration" Law

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Employer Groups Want Harmony Among 'Joint Employer' Rules

Bloomberg Law

November 27, 2019

California Supreme Court Agrees to Hear Dynamex Retroactivity Question

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OFCCP Will Not Request, Accept or Use EEO-1 Component 2 Data

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EEOC, NLRB, DOL Plan to Issue Rules Governing Joint Employment

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The ABC Test: California State and Localities Support Plaintiffs' Appeal, Signal Aggressive Enforcement

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Is Foresight 2020? Employers Confront New Laws Taking Effect in the New Year

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Worker Misclassification Questions Dominate California Legal Landscape

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Now what? Practical tips for navigating California post-A.B. 5

Thomson Reuters Westlaw

October 17, 2019

AB 5 Update: Joint Employment, Retroactivity, and Implementation Challenges

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How will the Supreme Court vote on LGBTQ protections?

Human Resource Executive

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Dynamex Retroactivity Question Sent to California State Court

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California's New Classification Law: What It Means For Employers and What You Should Do Now

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September 23, 2019

California AB 5's Author and the Governor Attempt to Clarify Law's Scope

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Now What? Practical Tips for Navigating California Post-A.B. 5

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September 18, 2019

Obama-era rule to collect worker pay data is headed for the chopping block

Pittsburgh Post-Gazette

September 14, 2019

EEOC Announces It Will Not Collect Compensation Data Next Year

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WPI State of the States – Hot Topics During the Summer Cool-Down

Littler WPI Report

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WPI Labor Day Report 2019

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California Governor Expresses Support for Amended Misclassification Bill

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What's New with the EEOC?

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August 21, 2019

Civil Rights Rift at Trump Agencies Forces Employer Reckoning

Bloomberg Law

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EEOC Provides Guidance on EEO-1 Filing for Non-Binary Employees

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What's New and on the Horizon at the U.S. Department of Labor?

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How the Emma Coalition Engages Discussion on Workforce Displacement

Robotics Business Review

August 12, 2019

AB 5: The Great California Employment Experiment—A Littler Workplace Policy Institute Report

Littler WPI Report

August 8, 2019

Joint Employer: Franchising and California at a Crossroads

Franchising.com

August 7, 2019

WPI State of the States: Legislative Action Heats up in July

Littler WPI Report

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California AB 5 – How Significant Could One Bill Be?

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New York State Creates Panel to Study Robots, Artificial Intelligence

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House Passes \$15 Minimum Wage; Unlikely to Proceed in Senate

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Franchising and California at a Crossroads: the Dynamics of Dynamex and the ABC Test

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EEOC Mulls Revoking General Counsel's Litigation Authority

Bloomberg Big Law Business

July 10, 2019

Automation Continues to Reshape the Face of Work

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Department of Labor Releases Proposed Rule for Industry-Recognized Apprenticeship Programs

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June 24, 2019

Bipartisan Bill Would Create Artificial Intelligence Strategy for U.S. Workforce

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May 30, 2019

Emma Coalition Announces Leadership to Expand Engagement on Intersection of Technology and Workforce

Littler Press Release

May 28, 2019

Agencies Update Regulatory Agenda for 2019 and Beyond

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Automation & Artificial Intelligence: TIDE at the Tipping Point

Littler WPI Report

May 9, 2019

EEOC to Require Compensation Data by End of September

Human Resource Executive

May 7, 2019

An Update on EEO-1 Component-2 Pay Data Collection: A Workplace Policy Institute Briefing

Littler WPI Report

May 6, 2019

EEOC to Require Employers to File 2017, 2018 Compensation Data by September 30, 2019

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May 2, 2019

Court Orders EEOC to Collect Compensation Data by September 30, 2019

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April 25, 2019

Employers Must Submit EEO-1 Pay Data by Sept. 30

SHRM Online

April 25, 2019

Supreme Court to Decide Whether Title VII's Sex Discrimination Protections Cover Sexual Orientation, Gender Identity

Littler ASAP

April 22, 2019

Paid-Sick-Leave Laws Continue to Give Employers Headaches

SHRM Online

April 15, 2019

The Latest Developments in Federal Labor Policy

Littler Podcast

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Are Federal LGBT Protections Coming to the Workplace?

SHRM Online

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EEOC Files Plan to Require EEO-1 Compensation Data Reporting by September 30, 2019

Littler ASAP

April 4, 2019

WPI State of the States: April Legislative Showers Stem the Tide of New Bills

Littler WPI Report

April 4, 2019

Employee Pay Data Not Requested, for Now, EEOC Says

Bloomberg Law

March 18, 2019

Judge's Pay-Data Ruling, a Trump Rebuke, Puts New Squeeze on Employers

National Law Journal

March 6, 2019

EEO-1 Pay Parity Data May Be Back

Littler ASAP

March 5, 2019

WPI State of the States: From Sexual Harassment and Equal Pay to Vaccines and Big Data – February was a Mixed Bag of Legislative Activity

Littler WPI Report

March 1, 2019

EEOC Releases Q&A Guidance on Continuing Effects of Government Shutdown

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February 6, 2019

WPI State of the States: What a Difference a Month Makes

Littler WPI Report

February 4, 2019

EEOC Announces Extension of EEO-1 Opening, Filing Deadlines

Littler ASAP

February 1, 2019

Annual Report on EEOC Developments – Fiscal Year 2018

Littler Report

January 28, 2019

D.C. Circuit Court of Appeals Partially Upholds Obama-Era Joint Employment Standard

Littler ASAP

January 2, 2019

WPI State of the States: The New Year Brings a Clean Legislative Slate

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What To Watch At The EEOC In 2019

Law360

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Senate Democrats Preview Workplace Harassment Agenda

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December 20, 2018

WPI State of the States – What Did the Voters Decide?

Littler WPI Report

December 3, 2018

Employers are Preparing Now to Tackle 2019's Newest Labor and Employment Laws

Littler Insight

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Industry Experts React to Midterm Elections

Benefits Pro

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What Will the Democratic Takeover of the House of Representatives Mean for Labor and Employment Law?

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Larger Senate Majority No Guarantee For Trump Labor Picks

Law360

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Employers Should Defend Civility as the Midterm Elections Near

SHRM Online

October 30, 2018

Joint Employment, Wage and Hour Changes are on the Regulatory Horizon

Littler ASAP

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Political Speech in the Workplace: Is it Possible to Maintain Civility?

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EEOC Anti-Harassment Litigation, Enforcement Efforts See Dramatic Increase

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BLS Releases New Data on "Electronically Mediated" Workers

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October 3, 2018

NY Pushes Back Sex Harassment Training Deadline to October 9, 2019

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October 2, 2018

New Joint-Employer Rule Would Be a Reversal for NLRB

Human Resource Executive

September 18, 2018

Proposed Joint-Employer Rule Would Reverse NLRB's Controversial Browning-Ferris Case and Restore "Substantial Direct and Immediate Control" Standard

Littler ASAP

September 13, 2018

Future of Work Agenda Includes Controversial Workplace Proposals

Littler ASAP

September 7, 2018

Littler's WPI Labor Day Report 2018

Littler WPI Report

August 30, 2018

What's Ahead in Workforce Regulations

IndustryWeek

August 31, 2018

Former EEOC Senior Counsel James Paretti Joins Littler in Washington, D.C.

Littler Press Release

August 20, 2018

Speaking Engagements

Recent and Current Strategies, Litigation, Settlements and What's on the Horizon

July 17, 2024

2024 Mid-Atlantic Regional Employer Conference

Washington, DC

June 21, 2024

The DOL's Final Overtime Rule

June 10, 2024

An Insider's View of the EEOC: Recent and Current Strategies, Litigation, Settlements and What's on the Horizon

Littler Executive Employer Conference, Phoenix, AZ

May 10, 2024

My Rights Versus Yours: Human Rights Protection in Tension with Religious Freedoms

Littler Executive Employer Conference, Phoenix, AZ

May 8, 2024

A View from D.C. - What's Happening with the DOL, EEOC, and OSHA

Wisconsin Manufacturers & Commerce Annual Workforce & HR Conference, Madison, WI

May 2, 2024

DOL Announces New FLSA Overtime Salary Threshold

April 26, 2024

Everything You Need to Know About the FTC's Final Rule on Noncompetes in 30 Minutes

April 25, 2024

Joint Employer: Are Franchise Companies in the Clear?

International Franchise Association (IFA)

April 23, 2024

2023 Littler AI Summit

Washington, DC

September 21, 2023

Federal Level Efforts to Regulate AI in HR Decision-Making

July 27, 2023

2023 Mid-Atlantic Regional Employer Conference

Washington, DC

June 16, 2023

Navigating Minnesota's New Noncompete Ban and FTC's Proposed Rule

June 8, 2023

WPI: The New Era of Divided Government: What are the Implications for Employers?

Littler Executive Employer Conference, Phoenix, AZ

May 11, 2023

Inclusion, Equity & Diversity 2.0 – A Panoramic View and Update of IE&D's Hot Issues

Littler Executive Employer Conference, Phoenix, AZ

May 10, 2023

Session Three: How Employers Can Prepare for the Future Legislative and Regulatory Framework Governing the Use of AI Tools in HR Decisions

December 1, 2022

2022 Philadelphia Regional Employer Conference

Philadelphia, PA

October 28, 2022

Session Two: The Current Legislative and Regulatory Framework Governing the Use of AI Tools in HR Decisions

October 13, 2022

Littler AI Summit

Washington, DC

September 28, 2022

Littler WPI Annual Labor Day Report

September 12, 2022

2022 Mid-Atlantic Regional Employer Conference

Washington, DC

June 8, 2022

The State of Vaccinations and Testing – A Continued Conundrum

Littler Executive Employer Conference

May 5, 2022

WPI Insider Briefing: What to Expect in Year Two of the Biden Administration (and in the States!)

Littler Executive Employer Conference

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AI in HR – Staying Ahead of the Curve

Littler Executive Employer Conference

May 5, 2022

Littler’s Annual Report on the EEOC: Looking Back at FY 2021 Developments and Looking Forward at the Commission’s Plans for FY 2022

April 27, 2022

What to Expect in Year Two of the Biden Administration: WPI’s Labor and Employment Outlook

February 23, 2022

OFCCP's New Registration and Certification Requirements

February 15, 2022

COVID-19 in the Workplace: Recent Developments and Compliance Challenges - Session 22

Sacramento, CA

January 7, 2022

The COVID Vaccine ETS - What You Need to Know About the New Standard

November 11, 2021

Giving It Your Best Shot! COVID-19 Vaccine Mandates and Accommodation Requests

September 17, 2021

The Biden Labor Agenda: What Lies Ahead

September 16, 2021

2021 Mid-Atlantic Virtual Employer Conference

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The EEOC: What to Expect from the New Administration

2021 Executive Employer Conference

May 12, 2021

Littler's Annual Report on the EEOC: A Practical Primer on Organizational, Procedural and Case Developments

April 14, 2021

What to Expect in the Biden Administration and 117th Congress: WPI's Labor and Employment Outlook

January 22, 2021

Tyson's Corner Fall Mini Series: Elections Matter: An Update on the Impacts of the 2020 Election

Tyson's Corner, VA

December 16, 2020

Proposition 22: California and Beyond

November 17, 2020

WPI Post-Election Update

November 6, 2020

A Littler Workplace Policy Institute Webinar: The "New" AB 5

August 27, 2020

COVID-19 in the Workplace: Compliance Challenges, Policy Options

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Practical Issues for Employers in Navigating the New Federal Emergency Paid FMLA and Sick Leave Mandates

March 24, 2020

Littler's Annual Report on the EEOC: A Practical Primer On Organizational, Procedural, and Case Developments

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Pay Equity: EEO-1s, the EEOC and the States - Where Do We Go From Here?

November 22, 2019

It's NOT as Easy as A-B-C! Practical Tips for Doing Business in California Post AB 5

October 1, 2019

EEO-1 Component 2 Reporting: What You Need to Know and How to Get It Done

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EEOC Update

2019 Mid-Atlantic Employer Conference, Bethesda, MD

June 7, 2019

The Latest Developments in Federal Labor Policy: A Workplace Policy Institute Briefing

April 9, 2019

Littler's Annual Report on the EEOC: Where We've Been and What's on the Horizon

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Littler's Annual Report on the EEOC: Where We've Been and What's on the Horizon

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