

The Paley Rothman Blog

Paley Rothman shares this library of resources with clients and friends of the firm to help them stay ahead of legal and business developments and trends. Here, you will find helpful tips and tools written by our employees.

NEW MARYLAND LAWS EXPAND EMPLOYEES AND JOB APPLICANTS' ACCESS TO WAGE INFORMATION & PROHIBIT DISCRIMINATION AGAINST NATURAL HAIRSTYLES

Maryland employees will be allowed to share and discuss each other's pay, and even request wage ranges when applying for jobs—as employers' access to wage history is diminished. A version of the Crown Act will also take effect in Maryland.

DOL FINALIZES NEW OVERTIME RULES

The Department of Labor has issued new final rules which will, among other things, increase the salary requirements for the white collar and highly compensated exemptions to the federal overtime rules effective January 1, 2020.

ADMINISTRATION HALTS NEW EEO-1 PAY DATA REQUIREMENTS

The Office of Management and Budget (OMB) has stayed the EEOC's new pay data reporting requirements pending OMB's review – meaning that the prior version of the EEO-1 will remain in effect for the 2017 filing year.

STATUS UPDATE ON THE NEW OVERTIME RULES

The outlook for new overtime rules that were scheduled to go into effect last December looks bleak as a nationwide injunction remains in effect and the Department of Labor appears to be going back to the drawing board.

D.C. INCREASES MINIMUM WAGE IN FIRST OF SEVERAL EXPECTED 2016 EMPLOYMENT LAW CHANGES

Increase to \$15/hour by 2020 is the first major employment law initiative to pass; paid family leave and fair scheduling bills are on the horizon for employers.