

This is your new

Employment Law Yearbook 2020

Timothy J. Long, Editor

Employment Law Yearbook 2020 details and analyzes recent legal developments in labor and employment law, including:

Equal Pay: A number of states passed significant new equal pay protections in the last year. In addition, many states, as well as some local and municipal governments, have passed legislation prohibiting employers from relying on or inquiring about current employees and/or applicants' salary history in salary determinations. **Chapter 1, Wage-and-Hour Issues, section 1:2.17, Equal Pay, and Chapter 2, OFCCP Developments, new section 2:4.2[C], State Law Equal Pay Efforts.**

Employee Privacy: States, including California and New York, have begun to enact legislation to protect consumers' personal data, with such protections extending to personal data collected by employers about their employees. **Chapter 8, Employee Privacy Law, new section 8:3.11, Impact of Consumer Privacy Acts on the Workplace.**

Non-compete restrictions: In 2019, several states enacted new laws to regulate and limit the use of non-compete covenants. New protections include limits on the duration of such restrictions, bans on non-compete restrictions on employees earning less than a specified salary, and the requirement that an employer seeking to enforce a non-compete restriction against an employee terminated as a result of layoff compensate the employee at his or her salary for the period of enforcement. **Chapter 9, Guarding Trade Secrets, section 9:3.2, State Enforcement of Covenants Not to Compete.**

Whistleblowers: The SEC has reported an increased trend in international whistleblower tips in recent years, but courts have thus far found that the EEO statutes and regulations generally do not apply extraterritorially unless there is an express indication in the statute, or the overseas employee is a U.S. citizen working for a U.S.-controlled

(continued on reverse)

Practising Law Institute
1177 Avenue of the Americas
New York, NY 10036
#290121

company. **Chapter 10, Whistleblowing and Other Retaliation Claims, new section 10:5, Extraterritorial Application.**

In addition, numerous new case summaries are added to chapters on various forms of discrimination, including **religious, gender, and age**, in the workplace, demonstrating the courts' latest rulings on these topics.

Thank you for purchasing *Employment Law Yearbook 2020*. If you have questions about this product, or would like information on our other products, please contact customer service at info@pli.edu or at (800) 260-4PLI.