

2023 Employment and Labor Law Update

Insights

January 11, 2023

As 2023 begins, employers in the innovation economy face new employment law challenges, while attempting to navigate an uncertain economic terrain. At a time when many companies are recalibrating and focused inward, the federal government and numerous states are moving forward with bold employment-related initiatives. We highlight several of these initiatives and new laws in the 2023 Employment Law Update, including:

- Salary transparency laws in New York City, New York State, California, Washington State, Colorado and across the country;
- Non-compete law updates for Colorado, Illinois, Washington D.C., and major developments in federal policy;
- Artificial Intelligence (AI) in the workplace, including New York City's and California's attempt to regulate the use of AI in the hiring process;
- New York's updated COVID-19 Measures and new Hotline for Reporting Sexual Harassment;
- Massachusetts paid family and medical leave act updates, and increasingly challenging Wage Act;
- California CPRA, leave laws, and changes to exemption thresholds;
- California's AB 51 & the federal Ending Forced Arbitration of Sexual Assault & Sexual Harassment Act;
- The Speak Out Act;

- The EEOC's evolving policies and recommendations regarding COVID-19;
- Challenges relating to remote and distributed workforces;
- ESG – Environmental, Social, and Governance initiatives, including Diversity & Inclusion policies; and
- Independent contractors and changing rules under the Biden Administration.

Please join Gunderson Dettmer's Employment & Labor Group as they discuss these, and other important 2023 employment law developments, in the recorded presentation below.

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