

# Federal Employment Law Update

University of Texas School of Law

29<sup>th</sup> Annual Labor and Employment Law Conference

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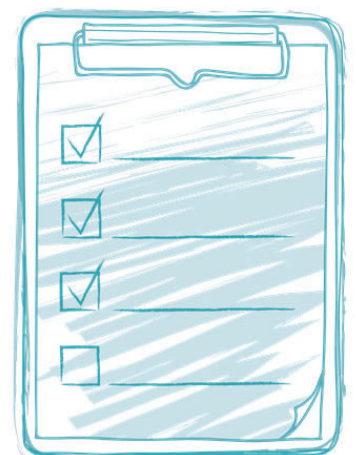
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## Agenda

- An Update from Washington
- Current Labor & Employment Activity
  - 117th Congress
  - Equal Employment Opportunity Commission
  - Department of Labor – see our paper
- Supreme Court Cases
- Fifth Circuit Decisions



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## The View from Washington

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## White House

- President Biden
  - March 1 State of the Union Address
    - Pass the PRO Act
    - Pass the Paycheck Fairness Act
    - Raise the minimum wage to \$15 hour
    - Pass the Equality Act
    - Pass paid family and medical leave legislation
- Increasing shift to state and local workplace regulation



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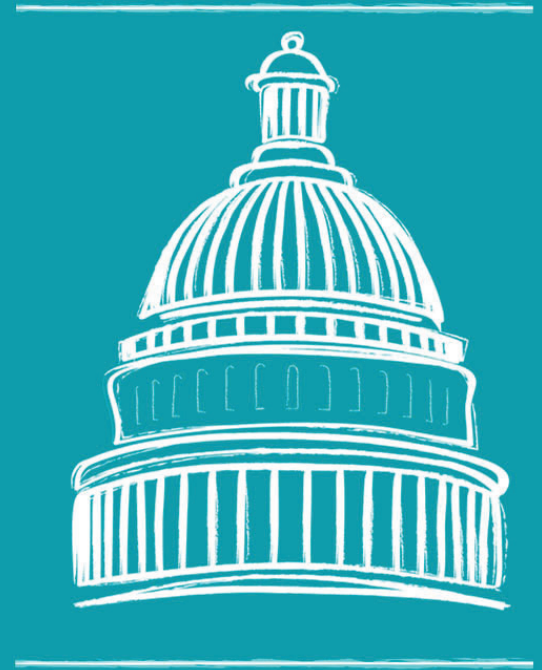
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## Action Shifting To The States (and Cities)

<b>PAY EQUITY</b> <b>DRUG TESTING</b>	<b>SCHEDULING</b> <b>PAID LEAVE</b>	<b>MISCLASSIFICATION</b> <b>WORKPLACE FRAUD</b>
<b>MINIMUM WAGE</b> <b>LIVING WAGE</b>	<b>HARASSMENT</b> <b>ARBITRATION</b>	<b>LABOR PEACE</b> <b>PREEMPTION</b>

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# The 117<sup>th</sup> Congress



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