

Deffebach in HR Magazine on 2018 Workplace Legal Trends

January 5, 2018 Matthew Deffebach

PRACTICES Labor and Employment

HR Magazine quoted Haynes Boone Partner [Matthew Deffebach](#), head of the Labor and Employment Practice Group, in a look at expected developments in employment law for 2018.

HR Magazine [reported](#) that legal protections for employees are likely to expand at the state level in 2018 but shrink under federal law, employment law attorneys say. At the federal level, expect a more employer-friendly Department of Labor (DOL), a new proposed overtime rule and greater deference by the National Labor Relations Board (NLRB) to employee handbook policies. But retaliation claims will continue to be prevalent. At the state level, more sexual harassment training laws and pay equity legislation may be passed, as well as laws legalizing marijuana use and requiring paid leave. ...

The report said that employers should take a look at their sexual harassment policies, complaint and investigation procedures, and training programs, attorneys said.

"The impact from what's happening in Hollywood and in politics will trickle down, and we may see new harassment laws and more training mandates at the state level," said Matthew Deffebach, an attorney with Haynes Boone in Houston.

Currently, California and Connecticut require businesses with 50 or more employees to provide sexual harassment training to supervisors. Businesses with 15 or more employees in Maine must provide training to all workers at the start of their employment. In other states, such as Massachusetts, Rhode Island and Vermont, employers are encouraged — but not required — to provide training. ...

Excerpted from *HR Magazine*. To read the full article, click [here](#).