

Vorys At Work

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The Vorys labor and employment team has developed an educational platform – Vorys at Work – to provide important updates and training for HR professionals and in house counsel on labor and employment law trends, employee benefits issues, developments, decisions and law changes from across the U.S. From **frequent alerts** and **blog posts** and **complimentary webinars**, Vorys at Work provides critical information in a vast array of formats. Scroll down to see some of our recent alerts, podcast episodes and upcoming events. To receive updates and invitations from Vorys at Work, [click here](#).

03/03/2026 | Investigate to Mitigate: Lessons from *Bruce v. Adams & Reese*

The U.S. Court of Appeals for the Sixth Circuit ruled on February 25, 2026, that the federal Ending Forced Arbitration of Sexual Assault and Sexual Harassment Act of 2021 (EFAA) bars arbitration of an entire lawsuit that relates to a sexual harassment dispute, not just the harassment claim. [Read more.](#)

02/19/2026 | Vorys Benefits Brief: Two Key PBM Developments for Employers - Part Two

Health Related Provisions in CAA 2026

On February 3, 2026, President Trump signed the Consolidated Appropriations Act, 2026 (CAA 2026). The CAA 2026 includes significant changes governing pharmacy benefit managers (PBMs) and any entities providing pharmacy benefit management services (PBM Entities). [Read more.](#)

02/19/2026 | Vorys Benefits Brief: Two Key PBM Developments for Employers - Part One

DOL Proposes New Disclosure Requirements for PBMs

On January 30, 2026, the Department of Labor's (DOL) Employee Benefits Security Administration (EBSA) published a proposed regulation that would significantly increase transparency requirements for pharmacy benefit managers (PBMs). [Read more.](#)

02/17/2026 | Workplace Electronic Monitoring Becomes a “Maine” Issue for Employers

On January 11, 2026, Maine enacted “An Act to Regulate Employer Surveillance to Protect Workers,” which imposes new notice and monitoring restrictions on employers’ electronic surveillance of employees. [Read more.](#)

02/10/2026 | Payback Policies Pivot, Part II: New York’s Trapped at Work Act Amendments Signed Into Law

Upcoming Webinar: Fixing Mistakes - Health and Welfare Plan Edition

Wednesday, February 11, 2026

12-1 PM (ET)

This webinar will help employers navigate the common mistakes that they may encounter with their health and welfare plans, helping attendees better understand how to effectively manage their health and welfare plan mistakes while meeting regulatory requirements and minimizing workforce dissatisfaction.

[To learn more and register, click here.](#)

Webinar on Demand: Proactive Strategies to Address Unionization Attempts

The marked increase in unionization efforts nationally is obvious; but solutions that will address the cause, rather than the effects, of such unionization efforts are less clear. For decades, employees have turned to labor unions when they feel their company is not listening to their collective demands. Employees now have a renewed interest in communicating with labor unions to act on their behalf when they do not get what they want. For their part, unions are focusing organizational efforts on industries that have not traditionally been unionized. In this session, **Dan Clark** and **Michael Shoenfelt** addressed the proactive measures companies can take now to address potential unionization.

About Vorys on Labor

Vorys on Labor focuses on traditional labor issues of interest to labor professionals in both the public and private sector. Vorys on Labor will help keep you informed about recent developments at the National Labor Relations Board, the Ohio State Employment Relations Board, and in Congress. You can expect to find news and commentary about these developments and many other topics, including the Employee Free Choice Act (EFCA), union membership, and union organizing.

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