

Employment Law This Week Episode 365 - Mental Health Parity Rules, NLRB Restrictions, New York's Workplace Violence Prevention Law [Video, Podcast]

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This week, we're examining the final mental health parity rules, a National Labor Relations Board (NLRB) memo on restrictive covenant limitations, and New York State's recently enacted workplace violence prevention law.

Final Mental Health Parity Rules Released

The U.S. Departments of Health and Human Services, Labor, and the Treasury recently issued final rules implementing new requirements and amending existing regulations under the Mental Health Parity and Addiction Equity Act (MHPAEA). The [new rules](#) further MHPAEA's goal of ensuring equal benefits for mental and physical treatment.

NLRB General Counsel Seeks to Expand Limits on Restrictive Covenants

NLRB General Counsel Jennifer Abruzzo [released a memo earlier this month](#) focused on further limits to restrictive covenants. According to the memo, the NLRB will seek expanded make-whole remedies for workers who allegedly miss job opportunities due to noncompete agreements they were required to sign. Abruzzo also condemned so-called "stay-or-pay" agreements.

New York Enacts Workplace Violence Prevention Law

New York State recently enacted the Retail Worker Safety Act, requiring retail employers to adopt a workplace violence prevention policy, implement workplace violence training for employees, and more.

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