

Takeaways from the 2025 WV SHRM State Council HR Legislative & Law Conference

1. Depending upon where your company does business, you may see more workplace regulation at the state and local levels as the federal government continues to pull back.
2. Employees may see litigation as a preferred remedy to agency enforcement.
3. More employers are being transparent with their pay practices, and employees increasingly have an expectation that they will be able to measure their pay vis-à-vis their peers.
4. Employers have more tools to keep tabs on their employees, but zones of privacy still exist.
5. Workplace relationships will continue to affect and infect the workplace; employers must balance competing interests.
6. Employees have more margin to practice their religion in the workplace, and employers should be cautious when employees declare that something is “against my religion.”
7. Taking matters into their own hands, employees and applicants will bring more reverse discrimination cases as they push back against any perceived deviation from merit-based decision-making.



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