

The Littler® Annual Employer Survey 2017

1,229 in-house counsel, HR professionals and C-suite executives completed Littler Mendelson's sixth annual survey examining the key legal, technological and social issues impacting the workplace. Here are the highlights from the survey results.

1 Tangled Web of Workplace Regulation

▶ Complex Patchwork of State and Local Laws

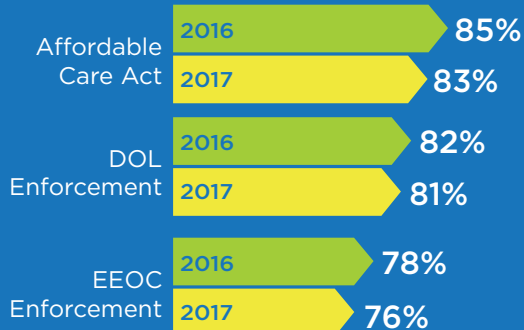
79% ▶ Agree that the fragmented landscape of employment laws is creating compliance challenges

▶ Deep Uncertainty at Federal Level

Trump administration expected to prioritize several issues



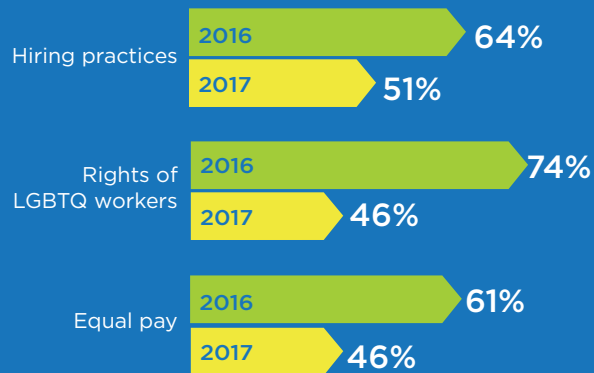
But the anticipated impact of key regulatory issues on the workplace in 2017 is nearly unchanged from the 2016 survey



2 Top of Mind Issues in Managing a Workforce

▶ Transitions in Washington curtail expectations of EEOC enforcement around LGBTQ rights and equal pay

Areas likely to see a rise in EEOC discrimination claims over the next 12 months:



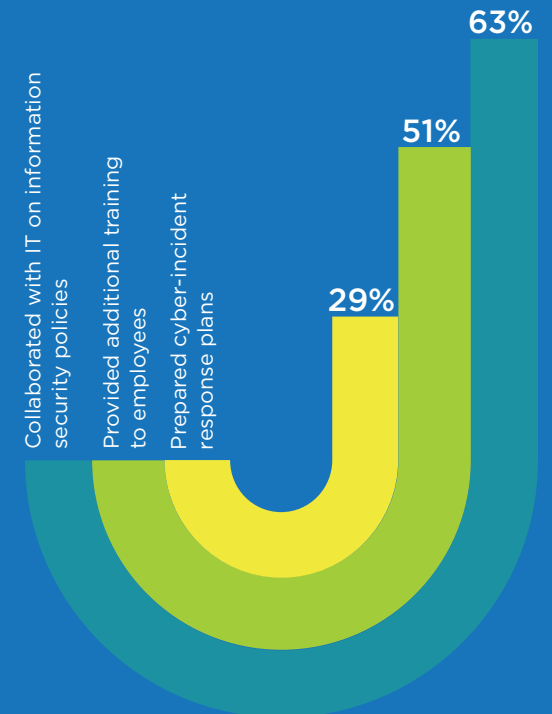
▶ Family and Medical Leave Act presents headaches for employers

65% ▶ Difficulty accommodating intermittent FMLA leave

55% ▶ Difficulty accommodating leaves that extend beyond FMLA requirements

3 Preventing Data Breaches

▶ HR departments taking action to reduce the risk of data breaches that originate with employees



Littler®