

## December 21, 2023 - HRAGC Legislative Update

*May the joy and warmth of the holiday season fill your hearts and homes*

### FEDERAL

#### EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)



**PRESS RELEASE: 12-13-2023:** [Link to Press Release](#)  
[EEOC Launches E-File for Attorneys](#)

WASHINGTON -- The U.S. Equal Employment Opportunity Commission (EEOC) announced today the launch of E-File for Attorneys, an application which allows attorneys to submit charges of discrimination electronically on behalf of their clients. Attorneys representing charging parties will now be able to immediately upload a charge already signed by their client or create a charge their client can sign and submit through the EEOC Public Portal.

Workers and job applicants do not need an attorney to file a charge of discrimination. Access to EEOC services remains free and open to all through the EEOC Public Portal.

“E-file for Attorneys will create efficiencies allowing our staff to better assist all workers and job applicants who come to the EEOC for help, including those who do not have an attorney,” said EEOC Chair Charlotte A. Burrows. “We listened to requests from attorneys that we provide them with a streamlined process to submit charges of discrimination on behalf of their clients and found a solution that would also enable the EEOC to better serve the public.”

The EEOC estimates that about a third of the charges it receives come from attorneys filing on behalf of their clients. Attorneys submitted these charges by mail, fax, and hand-delivery, and the EEOC processed them manually, resulting in duplication of work for the agency, attorneys, and represented charging parties.

With this digital solution, the EEOC expects to free up resources significantly to better serve individuals who are unrepresented and want to file charges of discrimination. The E-file for Attorneys application will help strengthen the capacity of the agency in alignment with its recent strategic plan.

To use E-File for Attorneys (<https://e-file.eeoc.gov/>), attorneys must create or use an existing Login.gov account. Attorneys will not be able to file amended charges through the application. Once attorneys submit a charge, they will be able to access it through the Public Portal. The application does not permit an attorney to file a charge without disclosing a client’s identity.

#### EEOC Lawsuits: [Link to EEOC Newsroom](#)

Defendant	Claims and/or Settlement
Brinker International Payroll L.P., d/b/a/ Chili’s Grill and Bar Restaurant	Sexual Harassment/\$75,000



Papa John's Pizza	Disability Discrimination (vision impairment)/\$175,000
Citizens Bank, N.A.	Disability Discrimination (anxiety)/\$100,000
Digital Arbitrage, Inc. d/b/a Cloudbeds	Disability Discrimination (hearing impairment)/\$150,000
Exact Sciences	Age Discrimination/\$90,000

**US DEPARTMENT  
OF LABOR (USDOL)**



**USDOL Fines: [Link to USDOL Newsroom](#)**

Defendant	Claims and/or Settlement
Poros Inc. d/b/a Bentley's Pancake House, Illinois	Tip Violations: \$52,600 Overtime and Liquidated Damages: \$57,600 Civil Penalty: \$13,000
Apella Health Management d/b/a Spartanburg Regional Healthcare System, SC	Overtime for wrongly exempting occupational therapists and physical therapists under the learned professional exemption: \$139,975
Barry Billcliff d/b/a Merrimack Valley Roofing, NH	OSHA, Fall Hazard: \$160,000 and personal liability
Muskegon Heights Housing Commission	Overtime for misclassification as independent contractors: \$98,316
Chief's Place Pizza Restaurant d/b/a Chief's Place, NH	Tip Violations: \$133,075

	Liquidated Damages: \$133,075 Civil Penalties: \$3,395 for tip and child labor violations
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## NEW HAMPSHIRE NEWS

### NH EMPLOYMENT SECURITY

**PRESS RELEASE: November 14, 2023: [Link to Source](#)**

New Hampshire's preliminary seasonally adjusted unemployment rate for October 2023 was 2.1 percent. This was an increase of 0.1 percentage point from the September rate, which remained at 2.0 percent after revision. The October 2022 seasonally adjusted rate was 2.9 percent.

Seasonally adjusted estimates for October 2023 placed the number of employed residents at 743,020, an increase of 430 from the previous month and a decrease of 3,900 from October 2022. The number of unemployed residents increased by 1,180 over-the-month to 16,300. This was 6,050 fewer unemployed than in October 2022. From September 2023 to October 2023, the total labor force increased by 1,610 to 759,320. This was a decrease of 9,950 New Hampshire residents from October 2022.

Seasonally adjusted New Hampshire nonfarm employment for October 2023 was 703,500. This was 1,400 more jobs than in September 2023 and 13,000 more jobs than in October 2022. Private industry accounted for 616,200 of these jobs in October 2023; 1,200 more jobs than in September 2023 and 11,600 more jobs than in October 2022.

Nationally, the seasonally adjusted unemployment rate for October 2023 was 3.9 percent, an increase of 0.1 percentage point from the September rate, and an increase of 0.2 percentage points from the October 2022 rate. National nonfarm payroll employment increased by 150,000 from September to October 2023.



## NH DEPARTMENT OF LABOR

**Email Alert Sign-Up:** [Link to Sign-Up](#)

From time to time the Department of Labor issues informational alerts of interest to individuals and businesses in New Hampshire. The alerts may announce new laws, changes to existing labor law and rules or announce department-sponsored events or training seminars.

