

# Labor & Employment Workforce Watch

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A guide to the employment law developments most likely to impact your business.

In This Issue:

## **What About Vaccination Mandates for Independent Contractors?**

The country is focused on vaccination mandates for employees and customers. [read more](#)

## **Illinois Imposes Substantial New Limitations on Employee Non-Compete and Non-Solicit Agreements**

On August 16, 2021, Illinois Governor J.B. Pritzker signed [amendments to the Illinois Freedom to Work Act](#) (the “Act”) that will be effective on January 1, 2022 and will limit Illinois employers’ use of non-compete and non-solicit agreements with their Illinois-based employees after that date. [read more](#)

## **Don’t Get Caught Off Guard – New Rules Established by the No Surprises Act**

In December 2020, Congress adopted the Consolidated Appropriations Act, 2021 (the “CCA”), which includes a special rule—the “No Surprises Act”—that is designed to protect consumers from surprise medical bills for services. [read more](#)

## **NLRB’s Top Attorney Says College Athletes Are Employees: Here’s What That Means**

On September 29, the top attorney for the National Labor Relations Board (“NLRB”) issued a [memorandum](#) opining that certain collegiate athletes at private institutions should be considered employees under the National Labor Relations Act (the “Act”), which would grant them certain statutory protections, including the right to unionize and speak out about the terms and conditions of their employment with the universities they attend. [read more](#)

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