

The New Trap Doors in Employment Litigation

by Kent J. Schmidt and Nisha Verma

One of the most evolving and dynamic categories of litigation risks relates to a company's employees. *Crewmember litigation* is what we refer to as the fifth C of the Five Litigation Risks. Each year, new legislation is signed into law and landmark decisions are issued, broadening this risk and the duties of employers to employees. Invariably, the scope and nature of the risk increases, as the trend is to provide employers with more protections. Metaphorically, the trap door on which employers may unwittingly be standing may spring at any minute with a new litigation claim.

In this encore episode, California-based Dorsey Partners [Nisha Verma](#), [Heather Dillion](#), and Podcast Host and Partner [Kent Schmidt](#) return to SharkCast to highlight trends on the horizon and offer practical insights on how to navigate these litigation risks. Among other topics, this episode discusses cannabis in the workplace, workplace violence prevention, regulating debates among employees on political and social issues, and new trends in wage and hour litigation.

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