

Royal Newsletter

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Reminder

We can provide you with our diversity certifications to demonstrate that you do business with a certified woman-owned company.

Check Out Our Blog

[Women In Labor](#)

Contact Us

Telephone:

(413) 586-2288

Fax:

(413) 586-2281

E-mail:

HChild@TheRoyalLawFirm.com

For more information, visit our website at TheRoyalLawFirm.com

Firm News



Samantha L. Graves has recently joined The Royal Law Firm team! Samantha advises clients on various matters involving allegations of discrimination, harassment, wrongful terminations, and violations of FMLA. Her preventative work also includes drafting a variety of employment-related manuals and contracts, such as executive agreements, compensation and commission agreements, severance and settlement agreements.

Samantha graduated cum laude from Worcester State University, Worcester, Massachusetts with a Bachelor of Science in Criminal Justice, and a minor in Business Administration. Samantha obtained her Juris Doctor from Western New England University School of Law, Springfield, Massachusetts.

Katy L. Malouin has recently joined The Royal Law Firm team! Katy has over ten (10) years of experience in commercial insurance defense work, primarily focused on contract analysis and legal research & writing. After obtaining her undergraduate degree, Katy worked in Human Resources as a Human Resources Information Systems assistant, verifying the accuracy of professional licensure and compliance with union contracts. While in law school, Katy worked as a law clerk, and also participated in the Small Business Clinic, assisting local individuals with setting up their businesses. Katy is passionate about Diversity, Equity & Inclusion and has previously been involved in advising in the areas of disabilities in the workplace and neurodiversity in the workplace.

Katy holds a Bachelor of Arts dual degree in Paralegal Studies and Business Administration from Elms College, a Masters' degree in Business Administration from Western New England University, a Juris Doctor from Western New England University School of Law, and an Masters of Law (LLM) in Elder Law and Estate Planning from Western New England University School of Law, Springfield, Massachusetts.



- Amy Royal was the winner of the BusinessWest 40 Under 40 Alumni Achievement Award! Congratulations Amy!
- The Royal Law Firm was awarded Best Law Firm by the Daily Hampshire Gazette – Reader's Choice Awards 2023. Thank you to everyone who voted.
- Attorney Amy Royal - Finalist for Best Lawyer! Reader's Choice Awards 2023 - published by the Daily Hampshire Gazette. Thank you to everyone who voted.

Employment Law Updates

- Attorney Amy Royal was recently interviewed by Massachusetts Lawyers Weekly regarding the NLRB's August 2, 2023 decision in Stericycle Inc. The decision set a new standard on the question of whether an employer's work rule that does not expressly restrict employees' protected concerted activity, as it pertains to their rights to unionize, under Section 7 of the NLRA is nevertheless unlawful under NLRA Section 8(a)(1).
- On June 27, 2023, The Pregnant Workers Fairness Act (PWFA) took effect. The PWFA will expand protections to ensure that workers who are experiencing pregnancy, childbirth, or related medical conditions have the right to reasonable accommodations in the workplace.
- U.S. Citizenship and Immigration Services ("USCIS") has published a revised version of Form I-9, Employment Eligibility Verification is available starting August 1, 2023. The current version can be used through October 31, 2023; however, as of November 1, 2023, only the revised version may be used.



Check out our blog to read about these recent topics!

If your business has any questions about any corporate or labor and employment law matters, please contact the attorneys at The Royal Law Firm at (413) 586-2288.