

10 Milestones Over 10 Years That Changed Employee Relations

Year: 2006

The term "employee relations" comes into its own

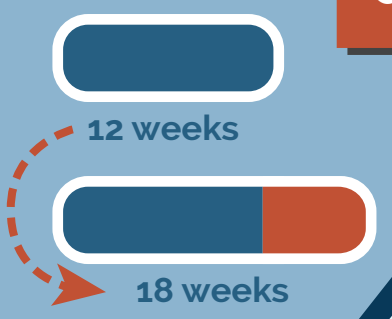
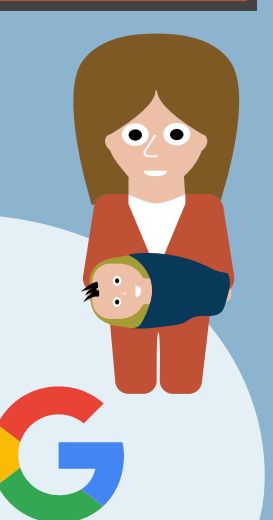


Industrial relations focused on the relationship between employers and employees collectively.

Employee relations revolves around the relationship between the employer and the employee as an individual.

Year: 2007

Google paves the way with longer, paid parental leave

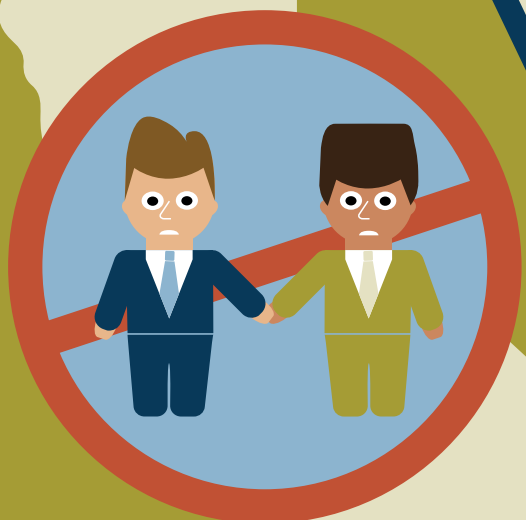


Google, striving to help employees maintain work-life balance, extends the length of its paid maternity leave from 12 to 18 weeks, and the rate at which new mothers leave the company decreases by 50%.

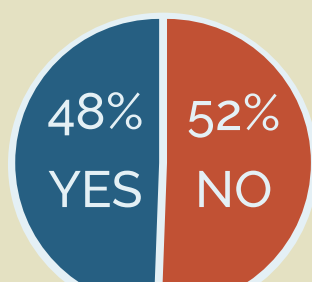
↓50% New mothers leaving the company

Year: 2008

Proposition 8 makes same-sex marriage illegal in California



52% of California voters approve Proposition 8 banning same-sex marriage in the state of California. It leads to protests across the country and a national debate on marriage equality.



Year: 2009

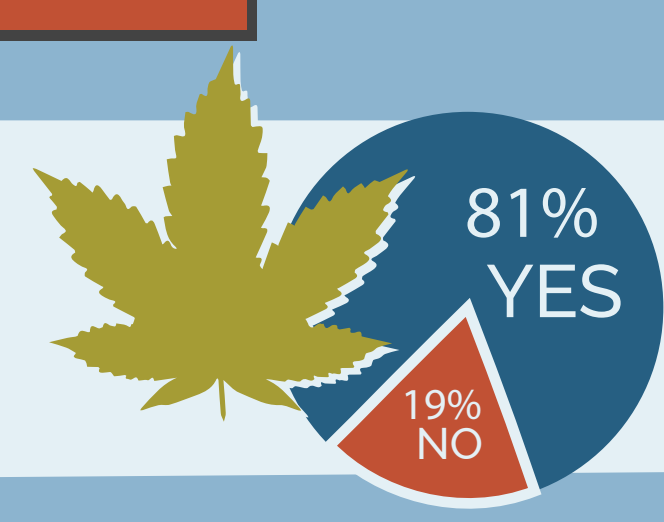
The Patient Protection and Affordable Care Act passes its first legislative hurdle



The landmark healthcare law passed the U.S. Senate in December of 2009, the first step on its legislative journey, and the employer mandate lands healthcare at the top of the list of employee relations priorities.

Year: 2010

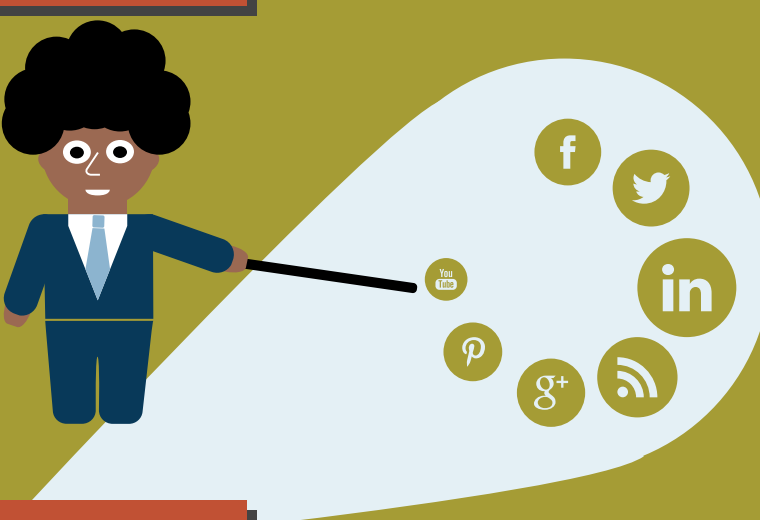
Medical marijuana gains more widespread acceptance



An ABC News/Washington Post poll finds that 81% of Americans are in favor of medical cannabis. By 2010, fourteen states plus the District of Columbia have legalized medical marijuana.

Year: 2011

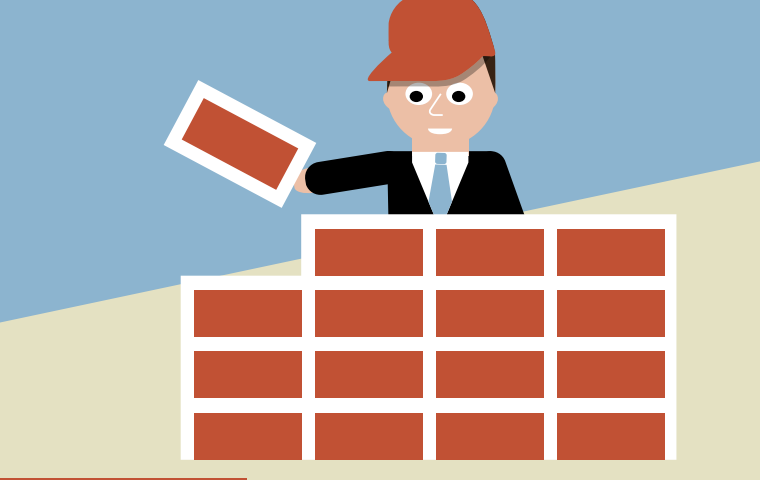
Social media in focus



The National Labor Relations Board (NLRB) issues its first of two reports on social media and determines that in some cases, employee group discussions on social media may be a "protected concerted activity."

Year: 2012

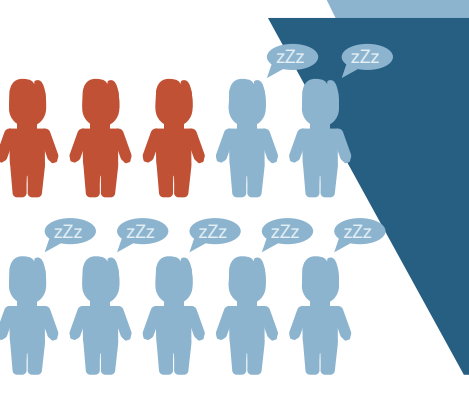
A new Agile Model of HR emerges



Bersin by Deloitte outlines an *Agile Model of HR*, a new paradigm wherein human resources no longer simply execute rules, but rather create programs and structures that drive organizational agility.

Year: 2013

Employee engagement metrics point to a disconnected workforce

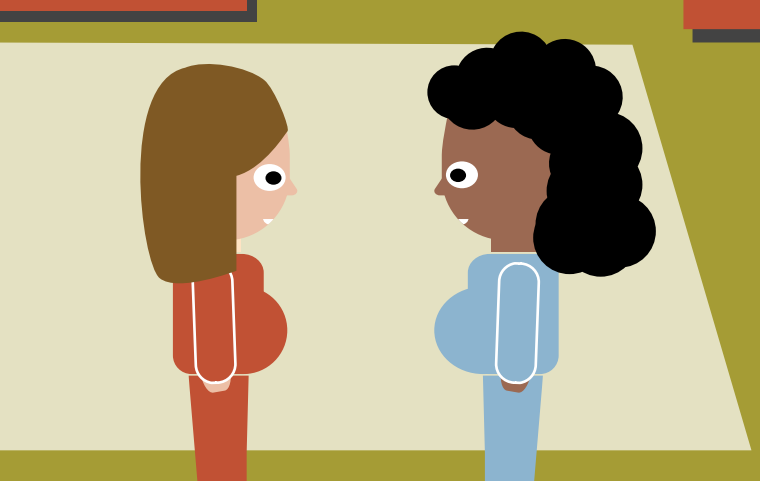


70% workers are either not engaged or actively disengaged

A Gallup poll, *State of the American Workplace*, finds that 70% of workers are either not engaged or actively disengaged and highlights the continuing stagnation of employee engagement in the workplace.

Year: 2014

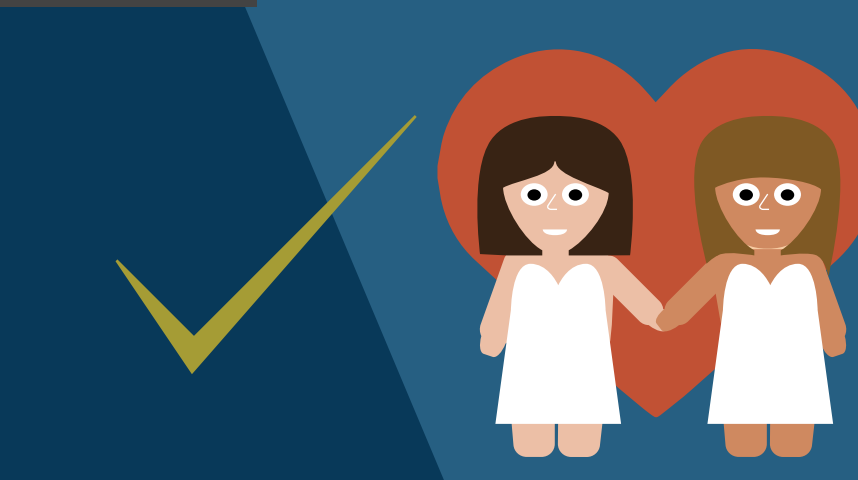
EEOC gets tough on pregnancy discrimination



The U.S. Equal Employment Opportunity Commission (EEOC) issues its first comprehensive guidance update on pregnant workers since 1983 and draws in the broader use of the Americans with Disabilities Act (ADA) for accommodations.

Year: 2015

Same sex marriage is legalized



In *Obergefell v. Hodges*, the U.S. Supreme Court holds that same sex couples have a fundamental right to marriage under the 14th Amendment.

Year: 2016

"Freelancing is the new normal"



An Upwork report, *Freelancing in America*, boldly proclaims, "Freelancing is the new normal," as entrepreneurial Gen-Z drives more fluid, flexible employee relations.