


What's Hot

Presented by:
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Transgender Rights – That's Not The EEOC's Only Goal



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The EEOC's Aggressive Agenda

- Pregnancy Accommodation
- Pregnancy Discrimination
- Religious Accommodation
- The Gender Pay Gap
- Background Checks



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Fisher Phillips Pregnancy In The Workplace



Fisher Phillips Religious Accommodation



Fisher Phillips EEOC Pay Data Rules






QUESTION: Lily Ledbetter Fair Pay Act
According to a recent White House report, the average annual median wage for women is \$39,600.00. That is what percentage of the annual median wage for men?




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Banning The Box Is Still On The Move...



- Over 100 cities and counties nationwide
- 23 states
- Despite some high profile setbacks, the EEOC is undeterred
- Is being a criminal a protected class?



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The EEOC Isn't The Only Agency With An Agenda . .



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The Department Of Labor



- BIG changes to exemptions
- Tip, Tip Hooray!



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QUESTION: Paid Sick Leave
 According to a 2016 BLS report, what percentage of private sector workers have paid sick leave benefits?



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Paid Sick Leave



- DOL is offering \$1 million in federal grants to allow state, county or city governments to research paid leave laws



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Paid Sick Leave



DOL says an estimated 437,000 employees of government contractors will have paid sick leave by end of the year

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The National Labor Relations Board



- Employee Handbooks
- Protected Concerted Activity



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Unions



Joint Employers and the NLRB



- Recently expanded its definitions of “joint employer”
- Joint employment can now exist where an employer has the right to exercise control over terms and conditions of employment, even if it never exercises that control



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The Livable Wage





QUESTION: Living Wages

Which city/town became the first in the nation to approve a \$15 hour minimum wage?



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Living Wages



- Strikes
- Fight for Fifteen
- Local Union Activity



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Interns



Test For Unpaid Interns



- The internship, even though it includes actual operation of the facilities of the employer, is similar to training which would be given in an educational environment;
- The internship experience is for the benefit of the intern;
- The intern does not displace regular employees, but works under close supervision of existing staff;
- The employer that provides the training derives no immediate advantage from the activities of the intern; and on occasion its operations may actually be impeded;
- The intern is not necessarily entitled to a job at the conclusion of the internship; and
- The employer and the intern understand that the intern is not entitled to wages for the time spent in the internship.


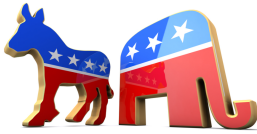
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The Presidential Race Is Heating Up




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Politics In The Workplace





1st Amendment Issues

State laws on political activity in the workplace

Public Sector v. Private Sector

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THANK YOU
FOR THIS OPPORTUNITY

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