

2 Employee Laws Your Business Needs To Know

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Jeff Weintraub's article "2 Employee Laws Your Business Needs to Know" was featured on Greater Memphis Chamber *Small Business Council BIG IDEAS*.

The article provides insight into two employee laws that businesses need to be aware of and understand.

- The **Employee Online Privacy Act of 2014**: This Tennessee law becomes effective in 2015 and prevents employers from requesting or requiring employees or applicants to divulge their personal account usernames and passwords.
- **Telecommuting as a Reasonable Accommodation**: In a recent 2-1 decision, the 6th Circuit Court of Appeals (which covers Tennessee) indicated that precedent regarding regular attendance as an essential function of most jobs has become dated. The Court wrote, "the world has changed since the foundational opinions regarding physical presence in the workplace were issued: teleconferencing technologies that most people could not have conceived of in the 1990s are now commonplace."

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