



The Changing Employment Law Landscape

Event

12.10.15

And You Thought Nothing Was Happening In Washington DC

While it is true that Congress has not passed any significant employment laws in recent years (with the exception of the Affordable Care Act), the legal landscape for employers continues to change. A number of government agencies and the Courts have picked up the ball and have changed and attempted to expand the reach of a number of existing laws. The Department of Labor is in the process of changing the rules on what it takes to be exempt under the “white collar” exemptions of the Fair Labor Standards Act (passed in the late 1930s). The proposed changes are expected to have the greatest impact on small to mid-size companies. The Equal Employment Opportunity Commission is pursuing sexual orientation and gender identity claims based on the premise that both types of discrimination are forms of sex discrimination under Title VII of the Civil Rights of 1964. The National Labor Relations Board continues to interpret the NLRA (also passed in the late 1930s) to prohibit employers from having certain policies and rules that not so long ago were considered appropriate. Policies ruled to be overbroad and unlawful include policies requiring employees to be courteous and policies requiring employees to keep internal investigations confidential and policies forbidding the use of recording devices. Suffice to say that even though Congress may not have enacted any employment laws over the last several years, employers still face new challenges in this area. In our seminar we will bring you up to speed on these and other developments.

Date and Time:

Thursday, December 10, 2015

8:30 a.m - 9:00 a.m.

Registration

9:00 a.m - 11:30 a.m.

Program

Location:

Mercer University Center in Henry County
160 Henry Parkway
McDonough, GA 30253

Cost:

Free for SHRM Members

\$25 for Non-SHRM Members

Registration is required. Register [here](#) or email m.higgins@southernstatesllc.com.

Limited to 60 Participants

***This program has been submitted to the HR Certification Institute and SHRM for review.*

Related People



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