



Step UP Your Legal and Legislative Game

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STEP IT UP

**by Knowing
the Laws**

Americans with Disabilities Act Amendment Act

- Expansion of “Disabilities”
- Currently, 65 million Americans are considered “disabled.”
- Reasonable Accommodations
- “Attendance” and “Return to Work” Rules
- “Temporary” Impairments
- ** Note Regarding OFCCP obligations with regard to Individuals with Disabilities.

TITLE VII Hot Spots

- Religious Discrimination/Harassment
- Gender Identity/Same Sex Sexual Harassment
- Pregnancy Discrimination
- National Origin Discrimination/Harassment

RETALIATION

- The number of Retaliation Charges continues to increase, now exceeding over 41%.
- Keep protected activity Confidential.
- Consistently address Performance and attendance issues without delay.
- Document Company's commitment to non-retaliation.
- Consider the TIMING.

Affordable Care Act

- Employers with 50-99 employees -
Compliance delayed till January 2016
- Employers with 100 or more employees
must comply by January 1, 2015
- Identifying Full time Employees
 - Save American Workers Act , H.R. 2575



STEP IT UP

by Getting
Involved

What can I do?

- Read.
- Stay informed.
- Update your executives.
- Communicate with your employees.
- Help your company prepare and position.

Really? Yes, Really!

- Make calls. Write letters.
- Go to Town Hall Meetings.
- Know who your Congressman is.
- Know who the A-Team Captain is for your Congressman/woman.
- Know on what committee/s your Congressman/woman serves.
- Become a resource to your Member of Congress and their staff.



We are currently advocating on:

- Employment Verification as a part of Immigration Reform
- Tax Reform Impact for Retirement Plans
- Definition of Full-time Employee

Don't just complain about laws
after they are passed.

. . . Let's get involved up front.

*"America is not governed
by the majority, but by the
majority of those who
participate."*

Thomas Jefferson



STEP IT UP

by
Implementing
Best Practices

Classification of Employees

- FLSA Misclassification
 - Wage and Hour Risk
 - Common Issues in Misclassification Litigation
- Independent Contractor Classification



Avoiding the Most Common Employee Handbook Errors

- Common Mistakes
- NLRB Attacks and Problematic Policies
- Arbitration Agreements

errors

A yellow pencil with a red eraser is shown erasing the word "errors" from a white surface. The eraser is positioned at the end of the word, and a trail of white eraser shavings is visible behind it, extending to the right. The word "errors" is written in a bold, black, serif font.

Focus on Employer Leave Policies

- Expansion of FMLA
- Revised FMLA Regulations
- Interplay between FMLA and ADA
- State Specific Laws



LEAVE REQUEST FORM
I. EMPLOYEE INFORMATION
Name:

Name:

Technology

- Social Media in the Workplace
 - Password Protection Laws
 - NLRB and Social Media
- BYOD
 - What is it?
 - The risks

