

*2017 Annual Meeting of the South
Carolina Municipal Human
Resources Associations*

LEGAL UPDATE

North Charleston, South Carolina

Presented by:
Kevin W. Sturm, Esq.
STURM & CONT, P.A.

RECENT DEVELOPMENTS IN
EMPLOYEE LAW

What is “Notice” of Disability
which creates an obligation to
attempt to accommodate under
the ADA?

What is the future of “Dreamers”?

Status of DOL Expanded Overtime Rule for Exempt Employees

Third Circuit holds Employee Cannot bypass Title VII, ADA Regulatory schemes to hold public Employers personally liable.

New I-9 form must be used
beginning September 18, 2017

What is the status of Sexual
Orientation claims?

Fourth Circuit holds Good Faith
Belief in Employee's Wrongdoing
serves as a Defense against
Retaliation Claim

Fourth Circuit Addresses Issue of
Employee Obligations to
Biometrics in the Workplace

DOL Will Again Issue Option Letters
on FMLA, FLSA, and others

Is crying at work sufficient notice
of an FMLA covered condition?

What is a “Reasonable” Time Under the ADA for an Extended Leave of Absence?

Fourth Circuit holds FMLA allows reinstatement to equivalent position even if the original job remains.

Employee who requests additional leave beyond FMLA 12-weeks cannot sue under FMLA for failure to reinstate

Fourth Circuit holds failure to fire sexual harasser does not make employer automatically liable for subsequent behavior

Fourth Circuit sets new test for joint employment under FLSA

South Carolina prevents local municipalities from passing paid leave requirements for private employers

Fourth Circuit upholds termination
of public employee for social
media posts

Court holds that Employer may
terminate an employee after he
submits vague doctor's notes
seeking extension of leave beyond
FMLA Leave
