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MUNICIPAL HUMAN
RESOURCES
ASSOCIATION
ANNUAL MEETING

EMPLOYMENT
LAW TOPICS

November 16, 2023



UPDATING EMPLOYEE HANDBOOKS

- Why?
- Recommendations
- What to add or remove
- Common Problems

LEGAL DEVELOPMENTS

- Dealing with Marijuana in the Workplace
 - CBD oil
 - Decide ahead of time how you are going to deal with it
 - Drug Testing

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OTHER COMMON ISSUES

- Independent Contractors vs. Employees
- Exempt vs. Non-Exempt under FLSA does not mean salaried vs. hourly
- When to begin FMLA

OTHER COMMON ISSUES (CONT.)

- FMLA and Workers Compensation
- What is your duty to “accommodate” under the ADA
- What about a duty to “accommodate” religious beliefs
- Transgender Issues in the workplace

<p>RECENT DEVELOPMENTS</p> <ul style="list-style-type: none">• DOL Notice of Proposed Rulemaking regarding overtime exemptions eligibility August 2023

RECENT DEVELOPMENTS (CONT.)

- August 2023 – EEOC Issues proposed Regulations implementing the Pregnant Workers Fairness Act.
- October 2023 – EEOC Issues Proposed Guidance Regarding Compliance with Federal Antidiscrimination Laws that Prohibit Workplace Harassment.
