

What's Covered in this Seminar

Overview of Key Federal Laws

- Fair Labor Standards Act (FLSA)
- Title VII of Civil Rights Act of 1964 (Title VII)
- Americans with Disabilities Act (ADA)
- Pregnancy Discrimination Act (PDA)
- Age Discrimination in Employment Act (ADEA)
- Family Medical Leave Act (FMLA)

Overview of Key State Law

- Missouri Human Rights Act (MHRA) or other relevant state law

Updates to Federal Laws

- Overview and highlights of Genetic Information Nondiscrimination Act (GINA)
- Understand how the ADA Amendment Act has changed the application of the ADA
- Understand how the updates to the FMLA Regulations has changed the application of the FMLA

Manager's Responsibilities

- Preventing violations of the law
- Handling complaints of violations of the law
- Confidentiality
- Retaliation
- Documentation

State Specific Issues

- Individual liability
- State specific protected classes
- Other topics might include: off duty conduct; victims of domestic violence; arrests/criminal convictions; etc.

Highlights of Pending Legislation

- Employment Non-Discrimination Act
- Employee Free Choice Act
- Healthy Families Act
- Paid Vacation Act