



Find your Way
Through the Changes
of 2024!

Recent Developments in Employment Law

Interactive Webinar | Attend from your Desk!

November 21, 2024 | 9:00 AM to 12:30 PM

New EEOC Guidance 2024

- Sex-based harassment: sexual orientation and gender identity; outing; misgendering pronouns; denying access to a sex-segregated facility consistent with gender identity.
- Free speech and religious views: abortion and pronouns; when do actions by employees cross the line?
- Why did the EEOC sue on September 5, 2024?
 - **United Airlines:** harassed employee based on national origin.
 - **Epiq Food Hall Woodbridge:** black manager subjected to derogatory racial comments.
 - **Rivers Edge Enterprises:** sexually hostile work environment.

What Employer Doesn't Have Problems with Absenteeism?

- Discover the most important elements in an effective policy.
- No call/no show; point systems; using progressive discipline consistently.
- FMLA: how do you determine when it's excusable?

Noncompetes - Now What?

- FTC rule banning noncompete agreements took effect September 4, 2024.
- Federal and state laws are conflicting; not the end of the story...

DOL Updates

- Exempt salary threshold increase taking effect January 1, 2025.
- Are your salaried employees meeting the work requirements to be legally exempt?
- March 11, 2024 guidance on independent contractor classification; how much control over your contractors is too much?
- Uber and Lyft fined millions in 2022 and 2023 for misclassification.

Navigating Drug Testing and Criminal Background Checks

- The landscape is continuously changing.
- How do you avoid liability and damages?

DEI - Diversity Equity & Inclusion

- The good, bad and the ugly.
- How do you ensure that your workforce doesn't contain the inexorable zero?

\$439 1st attendee | **\$239** each additional attendee from the same company

Register Online: www.krukowskilawgroup.com

Questions? Email Debby at dkrukowski@krulawgroup.com

***SHRM/CLE Credits Pending**

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