

THE KRIZNER GROUP

AN EMPLOYMENT LAW BOUTIQUE

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**Running
Ahead Of The Bulls:
Employment Law 15.0**

Presented By

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To FACT Round Table April 2015

Running Ahead
Of The Bulls: Employment Law 15.0

1. Doubling Down... The Coming New Salary Threshold & How Exemptions Are Really Determined
2. The Triplets: Pregnancy Discrimination Act, Family Medical Leave, & Lactation
3. PPP (Personal Precedent Power) In Leadership Decisions
4. Negligent Hiring: 5 Ways To Negate The Negligence
5. Is Snooping Legal? Using Social Media When Hiring
6. Religious Accommodations Post Abercrombie
7. The Big One: Retaliation & The Shackles Of Timing
8. The Single Most Important Document In Defending Against Lawsuits...
9. OSHA vs. The ADA: Managing Contagious Illness Issues
10. Horrible Bosses: Bullying Is Both Bad & Detectable
11. Separation Agreements: To Use Or Not To Use

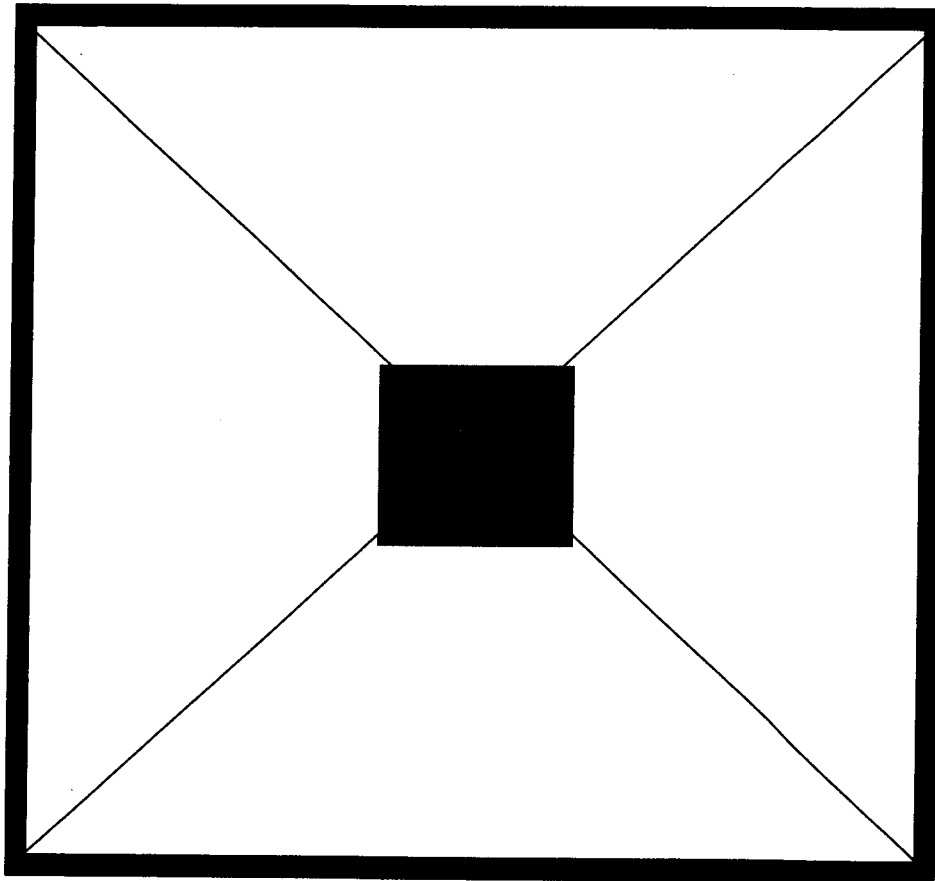
THE BERMUDA SQUARE

FAMILY & MEDICAL LEAVE ACT

Has the employee worked twelve total months, worked 1,250 hours in the past twelve months, and now experienced a qualifying event related to the arrival of a new child in the family, the employee or an immediate family member's serious health condition, the care of a family member injured while on active duty, or to tend to a qualifying exigency related to an immediate family service member?

WORKERS COMPENSATION

Has another employee in the same or similar position ever been provided with a greater amount of leave than that which is currently being requested?



DISPARITY LAWS

What is the greatest amount of leave time that I have provided to another employee in the same or similar position that was not on a worker's compensation related absence?

AMERICANS WITH DISABILITIES ACT

Can the person with the disability perform the essential functions of the position with or without reasonable accommodation?