

# Recent Development On Hiring Criteria and Work Rules September 24, 2014

**Lunch & Learn**

*Presented by the FCMA Workforce  
Development Committee*

Recent developments from the Equal Employment Opportunity Commission, National Labor Relations Board and other government agencies affecting the hiring process, and the expansion of employee rights in the work place (stated differently, restriction on management rights).

- Did you know that the EEOC is attempting to place restrictions on pre-employment background screens (credit and criminal records checks); dress codes (head gear, beards and body piercing) and other restrictions?
- Did you know that the National Labor Relations Board is challenging companies from restricting what employees can post on social media, and also striking down companies' provisions prohibiting employees from divulging some confidential company information?
- Did you know that the EEOC recently issued new guidelines extending ADA type accommodations to pregnant employees?
- Did you know that the U.S. Department of Labor Wage Hour Division announced plans to require same sex marriages to be covered under the FMLA, even if those marriages are not recognized in Florida?
- Did you know that LGBT status is now protected in certain employment settings?

These and more topics will be covered at the seminar with the details below:

**Presenter (s):** Bill Andrews, **GrayRobinson**

**Where:** **First Coast Manufacturers Association**  
1615 Huffingham Road, Suite 2

**When:** 7:30 – 9:30 AM Wednesday, September 24, 2014

**Cost:** \$10 FCMA members \$25 non members

**RSVP:** Email to [sherri@fcmaweb.com](mailto:sherri@fcmaweb.com)



FIRST COAST  
**MANUFACTURERS**  
ASSOCIATION