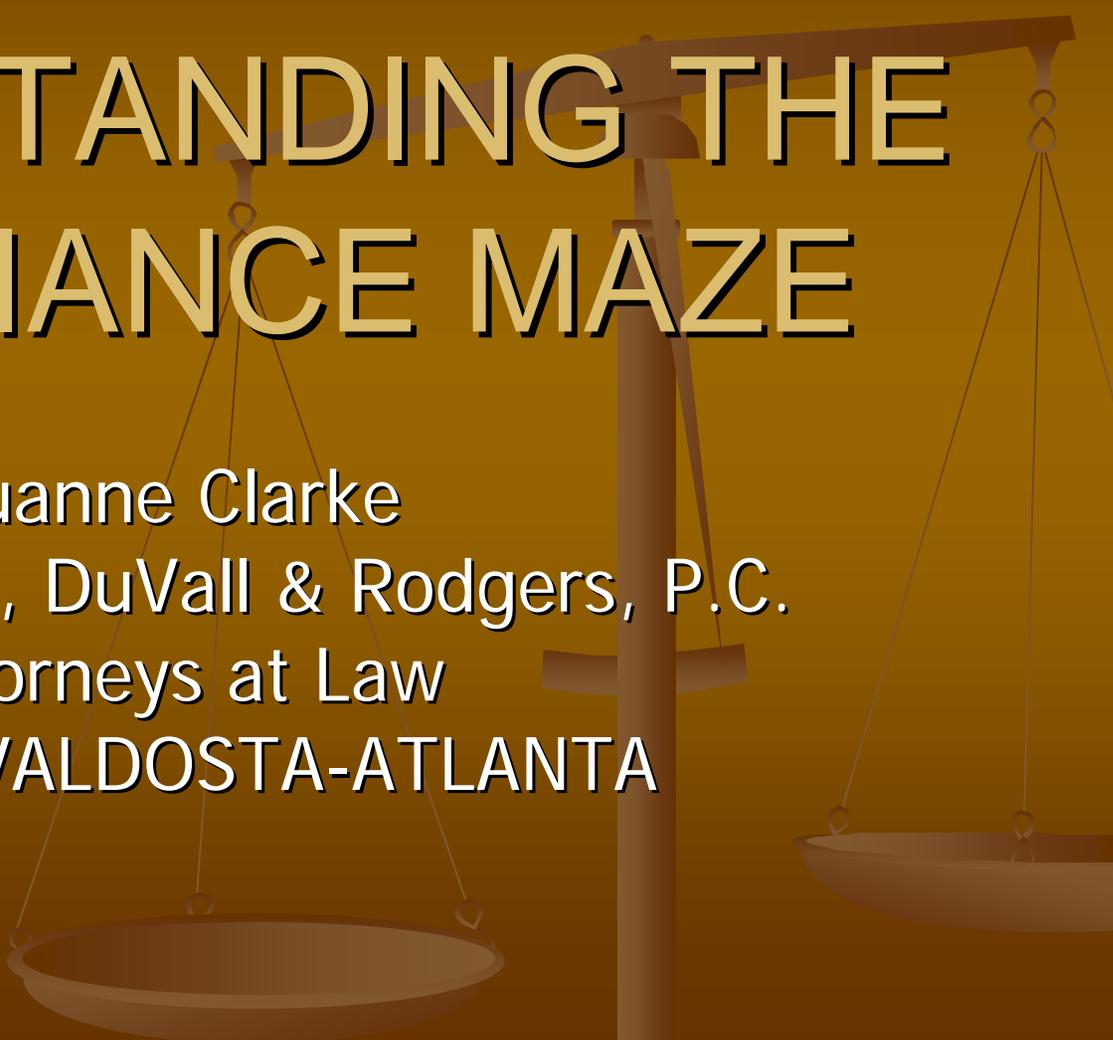


UNDERSTANDING THE COMPLIANCE MAZE



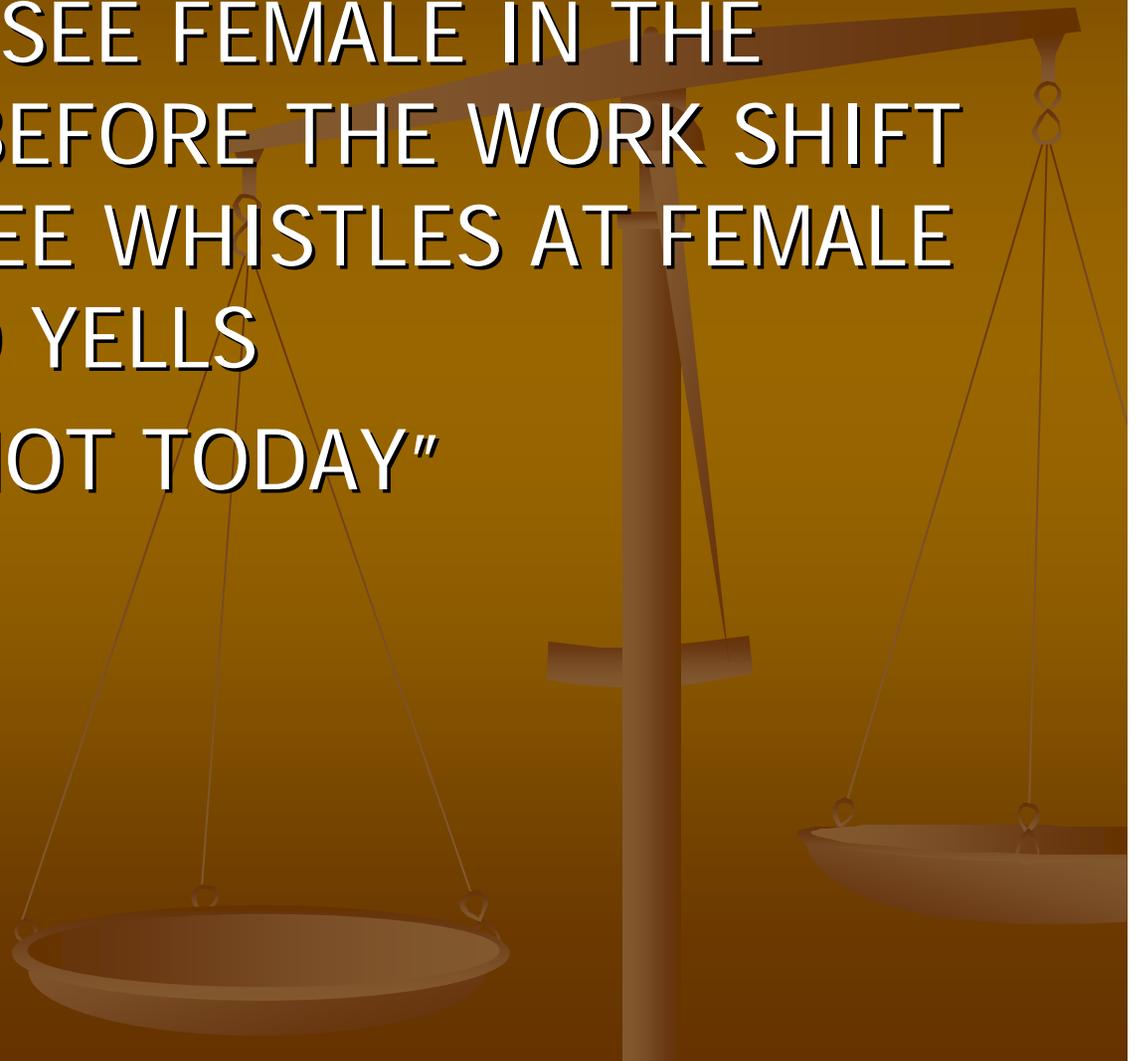
Luanne Clarke

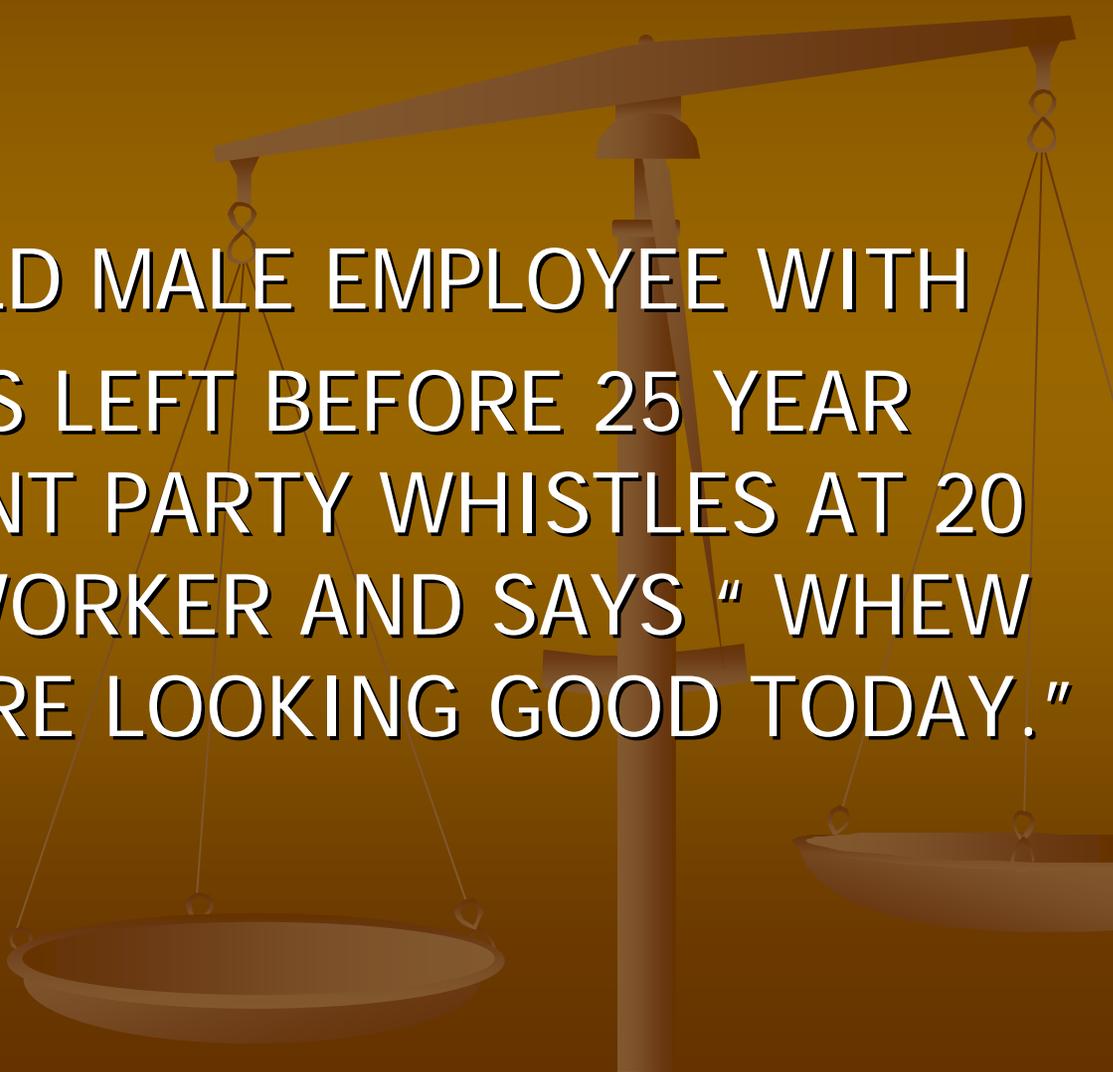
Moore, Clarke, DuVall & Rodgers, P.C.

Attorneys at Law

ALBANY-VALDOSTA-ATLANTA

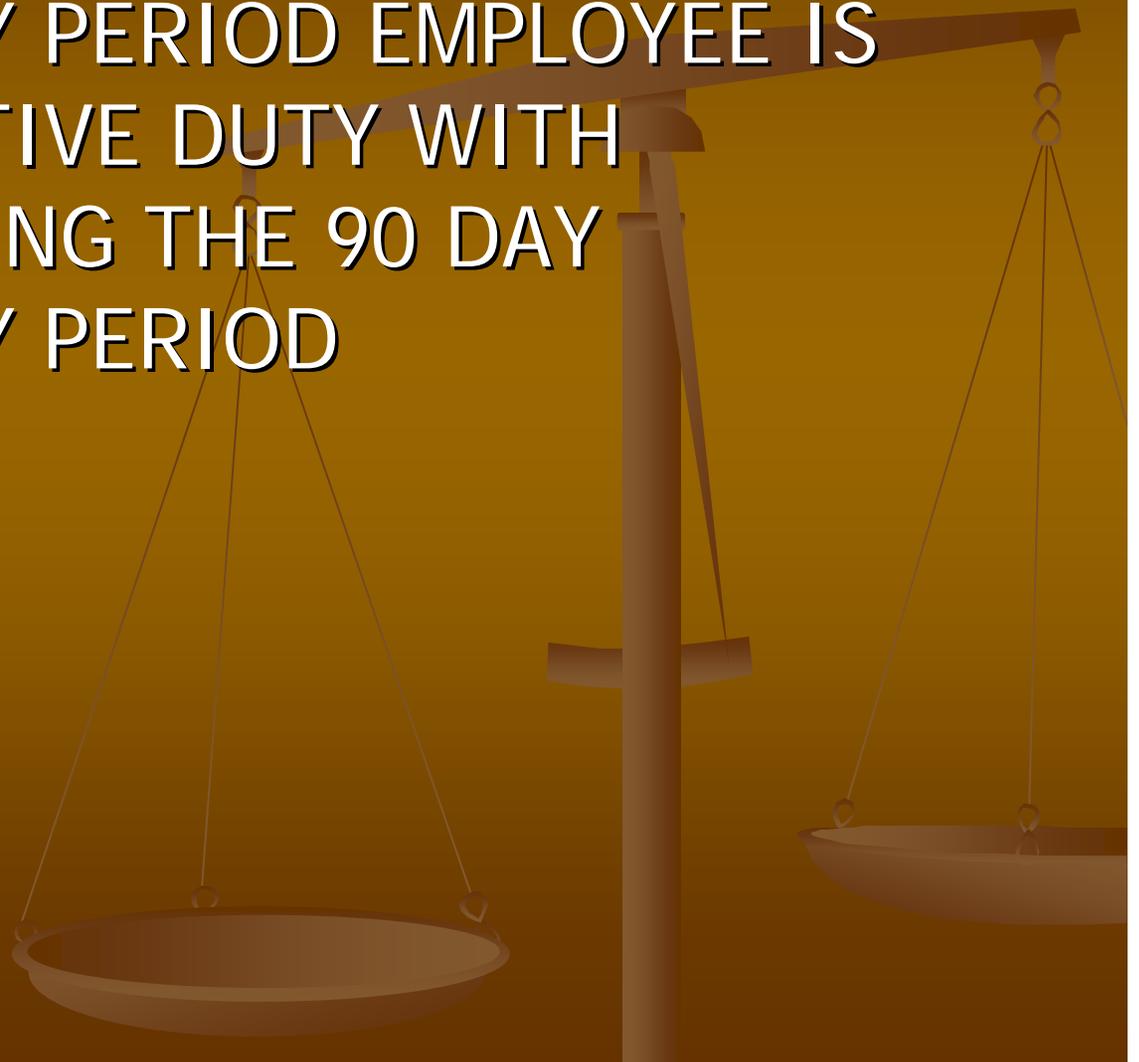
MALE EMPLOYEE SEE FEMALE IN THE
PARKING LOT BEFORE THE WORK SHIFT
BEGINS. MALE EE WHISTLES AT FEMALE
EMPLOYEE AND YELLS
"GIRL YOU ARE HOT TODAY"



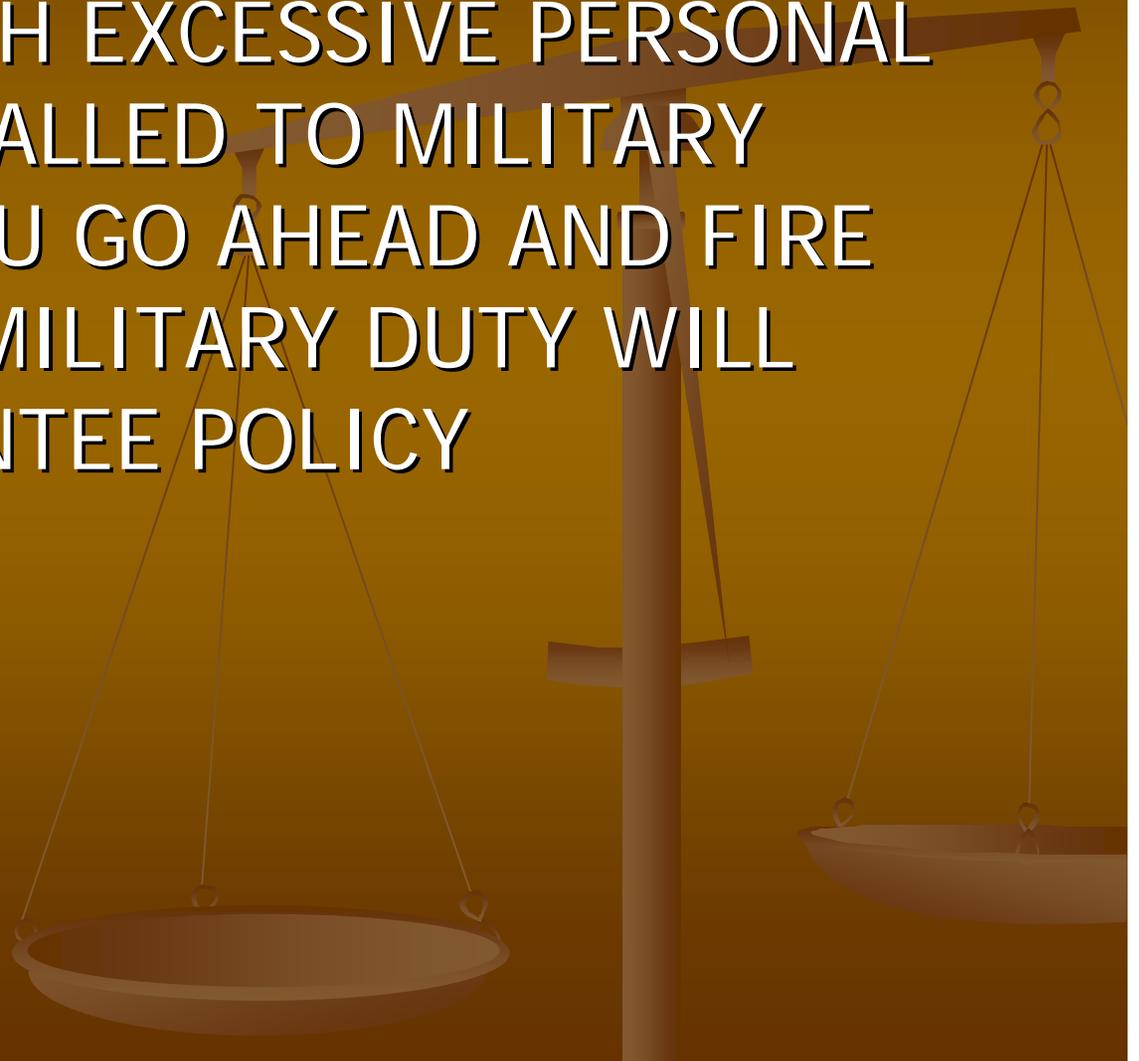


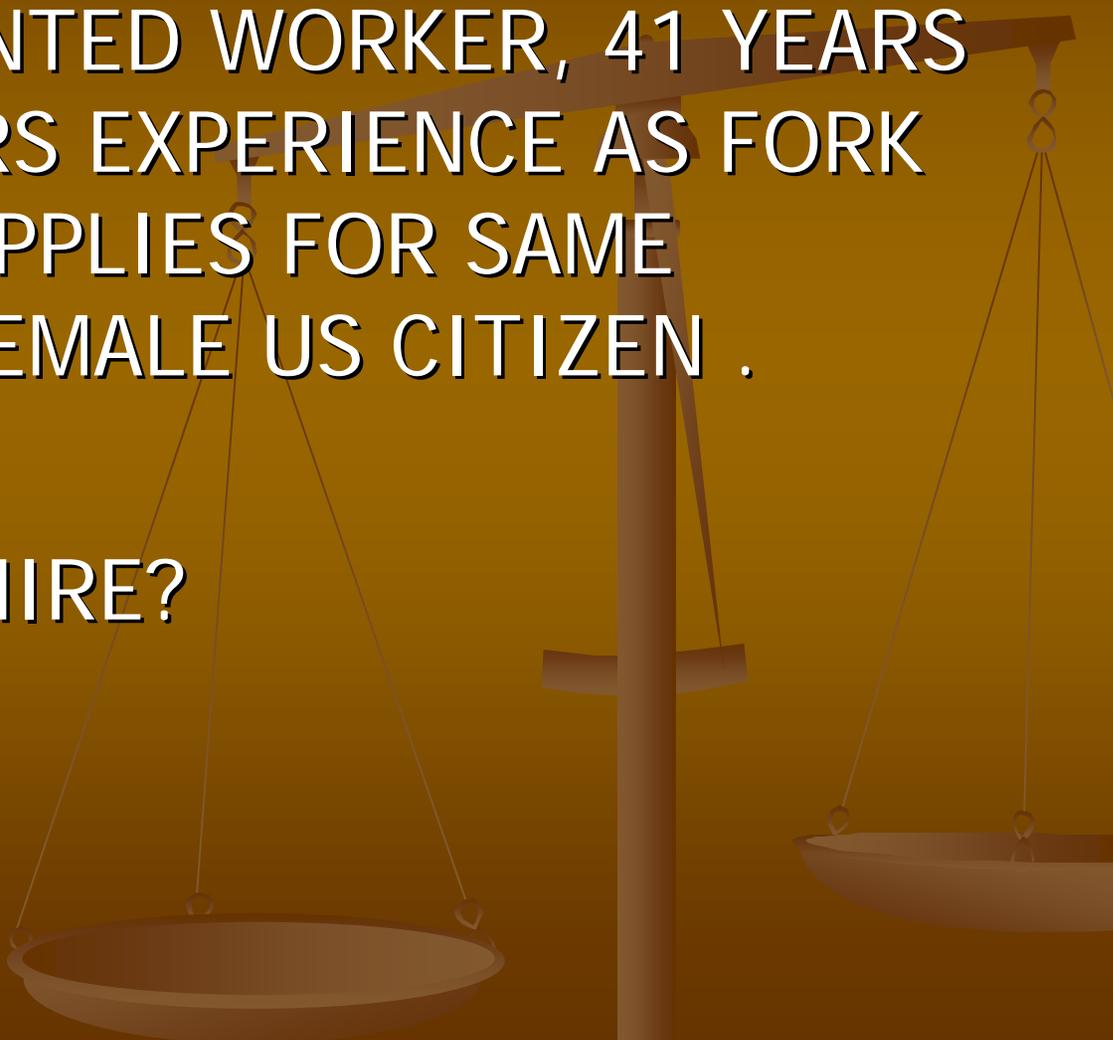
60 YEAR OLD MALE EMPLOYEE WITH
2 MONTHS LEFT BEFORE 25 YEAR
RETIREMENT PARTY WHISTLES AT 20
YEAR CO WORKER AND SAYS " WHEW
GIRL YOU ARE LOOKING GOOD TODAY."

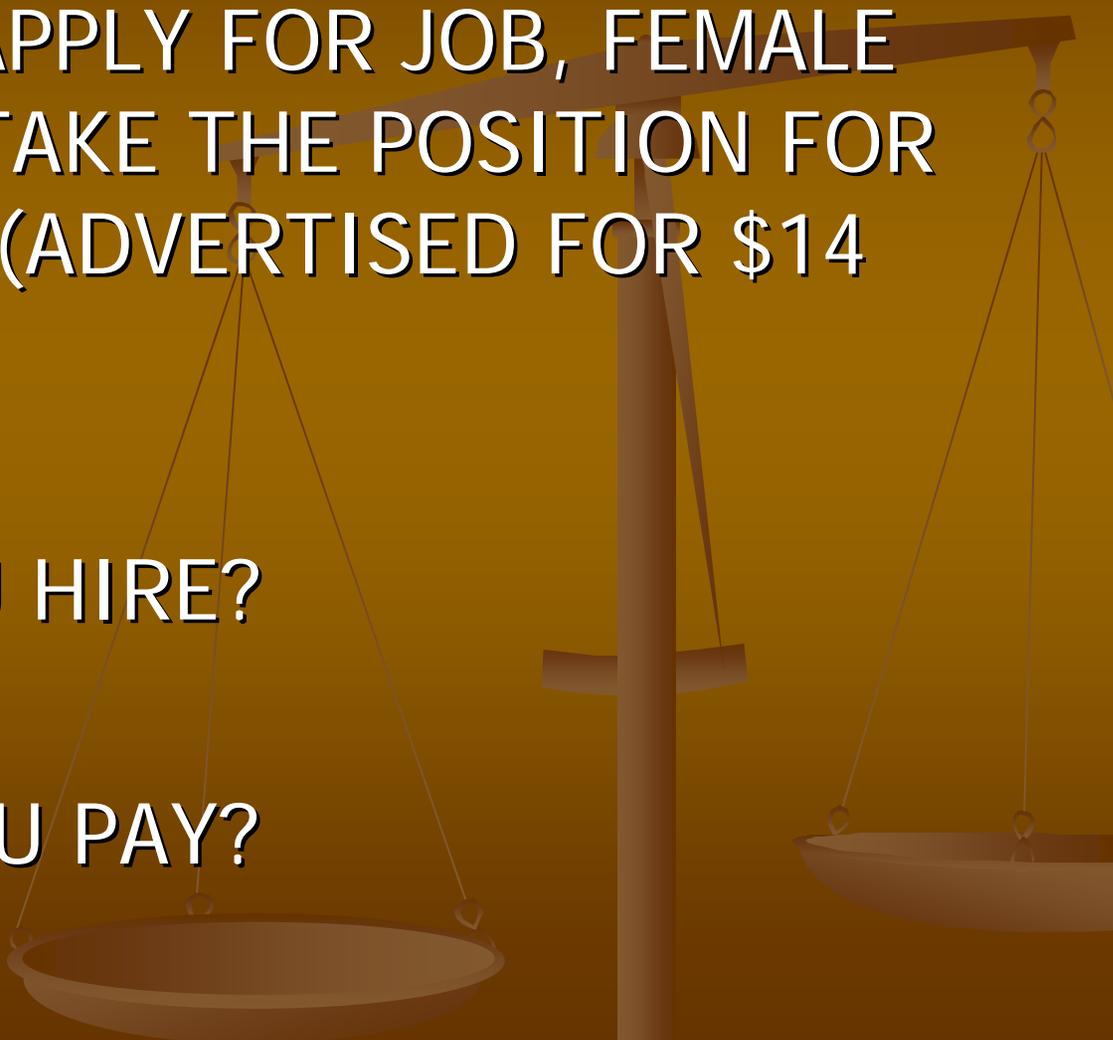
- PROBATIONARY PERIOD EMPLOYEE IS CALLED TO ACTIVE DUTY WITH MILITARY DURING THE 90 DAY PROBATIONARY PERIOD

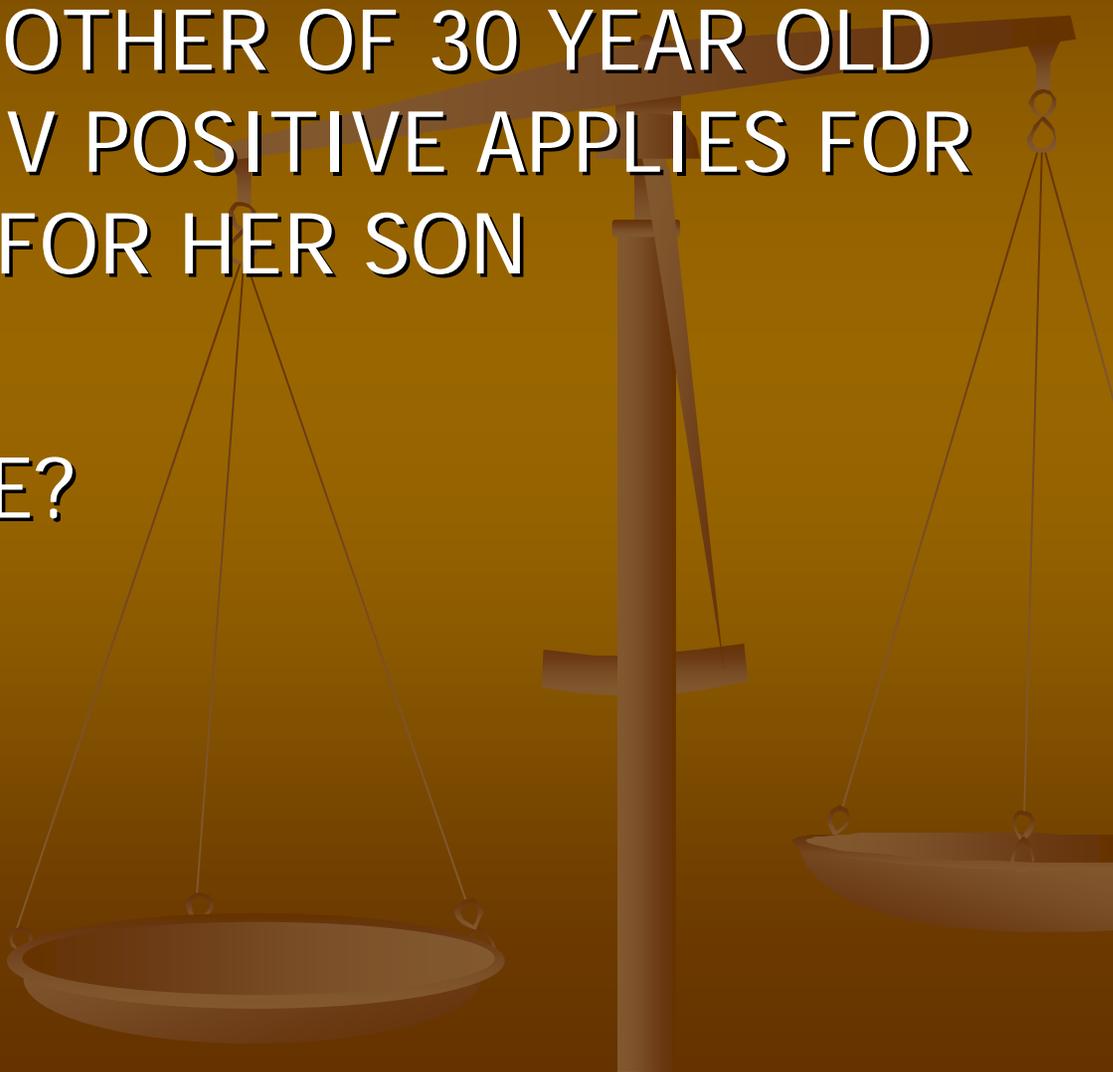


- EMPLOYEE WITH EXCESSIVE PERSONAL ABSENCES IS CALLED TO MILITARY DUTY. CAN YOU GO AHEAD AND FIRE HIM BECAUSE MILITARY DUTY WILL VIOLATE ABSENTEE POLICY

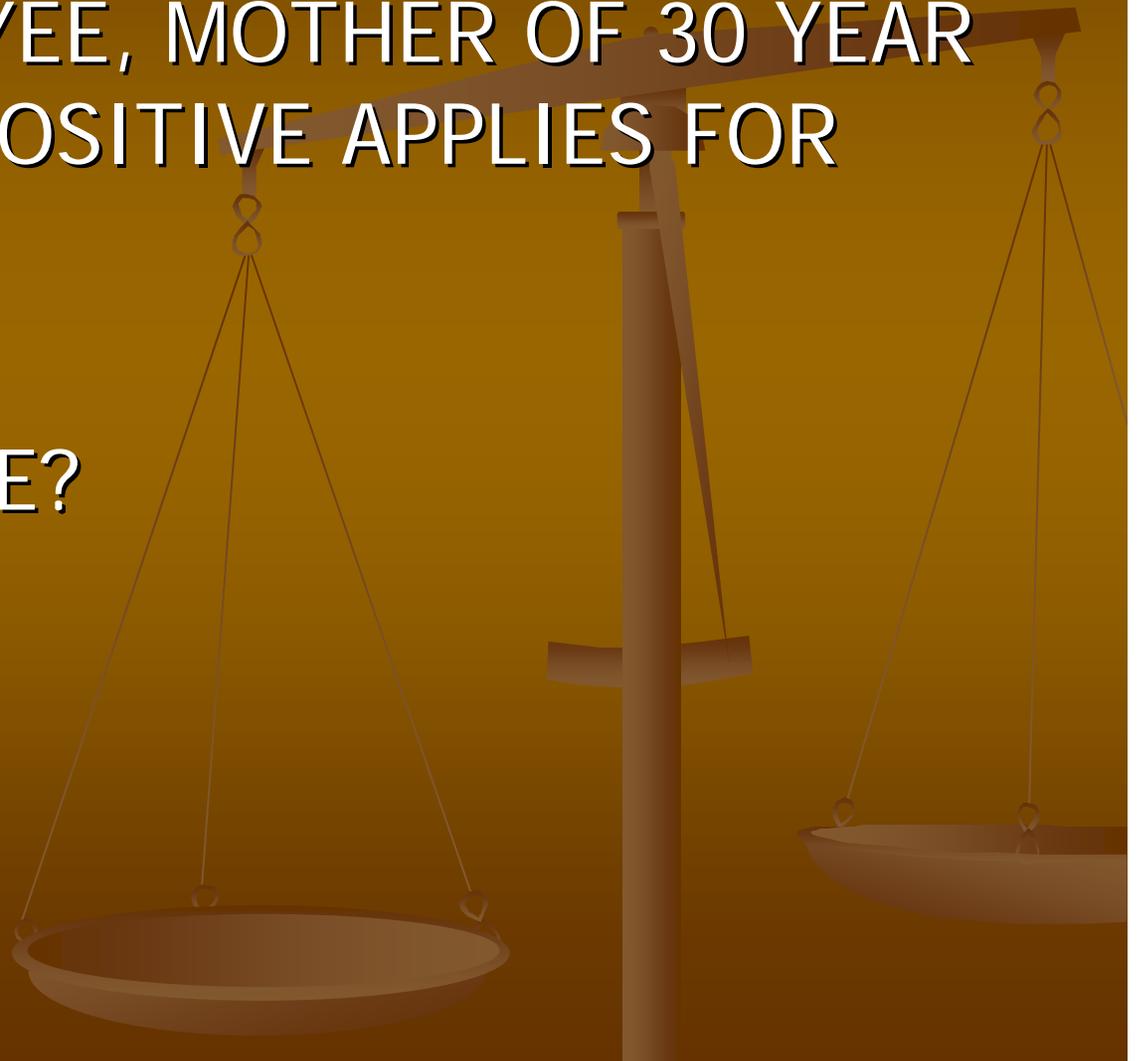


- 
- MALE DOCUMENTED WORKER, 41 YEARS OF AGE, 5 YEARS EXPERIENCE AS FORK LIFT DRIVER, APPLIES FOR SAME POSITION AS FEMALE US CITIZEN .
 - WHO DO YOU HIRE?

- 
- SAME PEOPLE APPLY FOR JOB, FEMALE CITIZEN WILL TAKE THE POSITION FOR \$12 PER HOUR (ADVERTISED FOR \$14 PER HOUR)
 - WHO WILL YOU HIRE?
 - WHAT WILL YOU PAY?

- 
- 9 MONTH EE, MOTHER OF 30 YEAR OLD SON WHO IS HIV POSITIVE APPLIES FOR FMLA TO CARE FOR HER SON
 - IS SHE ELIGIBLE?

- 2 YEAR EMPLOYEE, MOTHER OF 30 YEAR OLD SON HIV POSITIVE APPLIES FOR FMLA LEAVE.
- IS SHE ELIGIBLE?

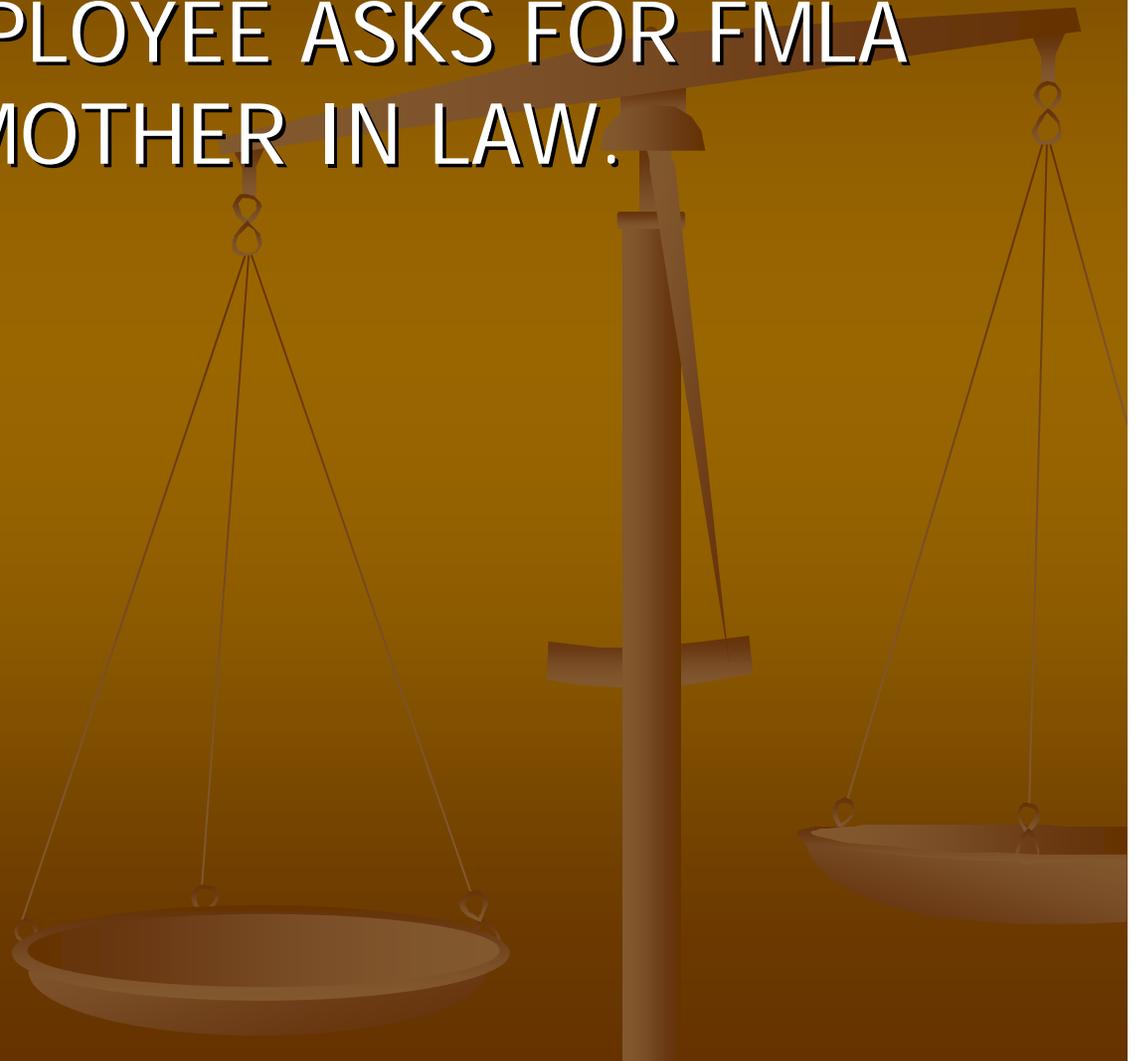


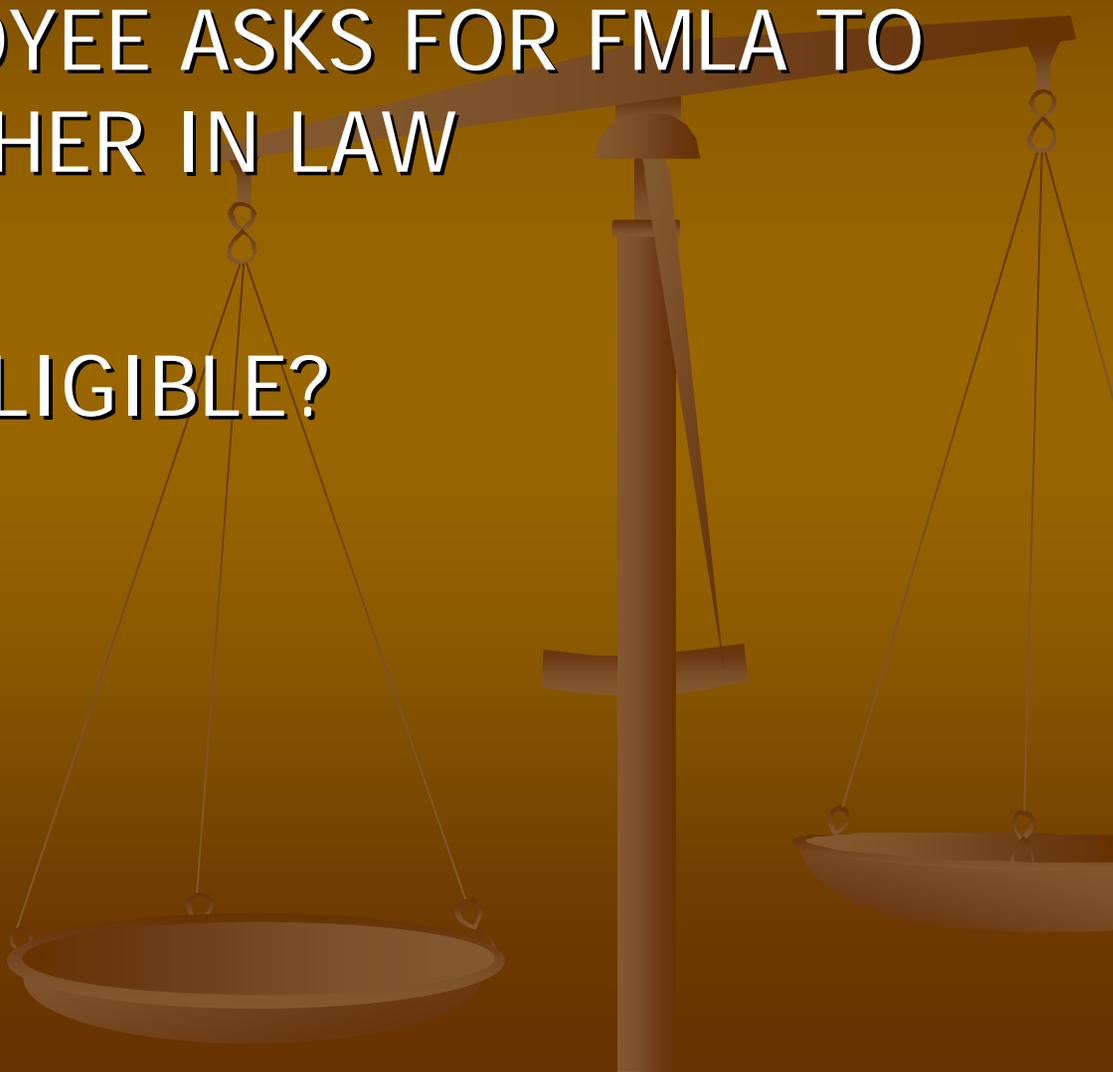


EMPLOYEE ASKS FOR ACCOMMODATIONS
IN SCHEDULE TO CARE FOR PARTNER
WHO IS HIV POSITIVE

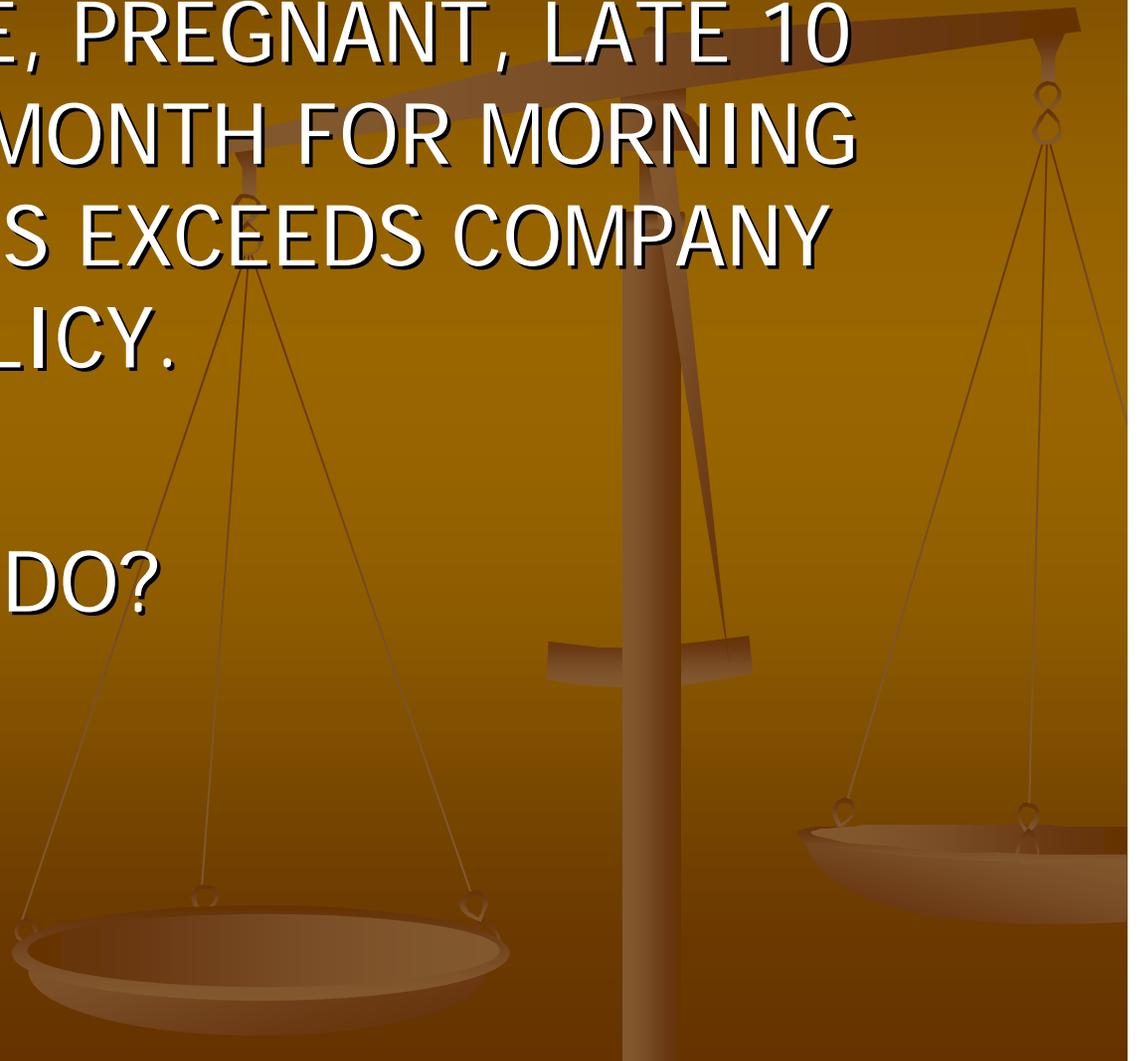
WHAT DO YOU DO?

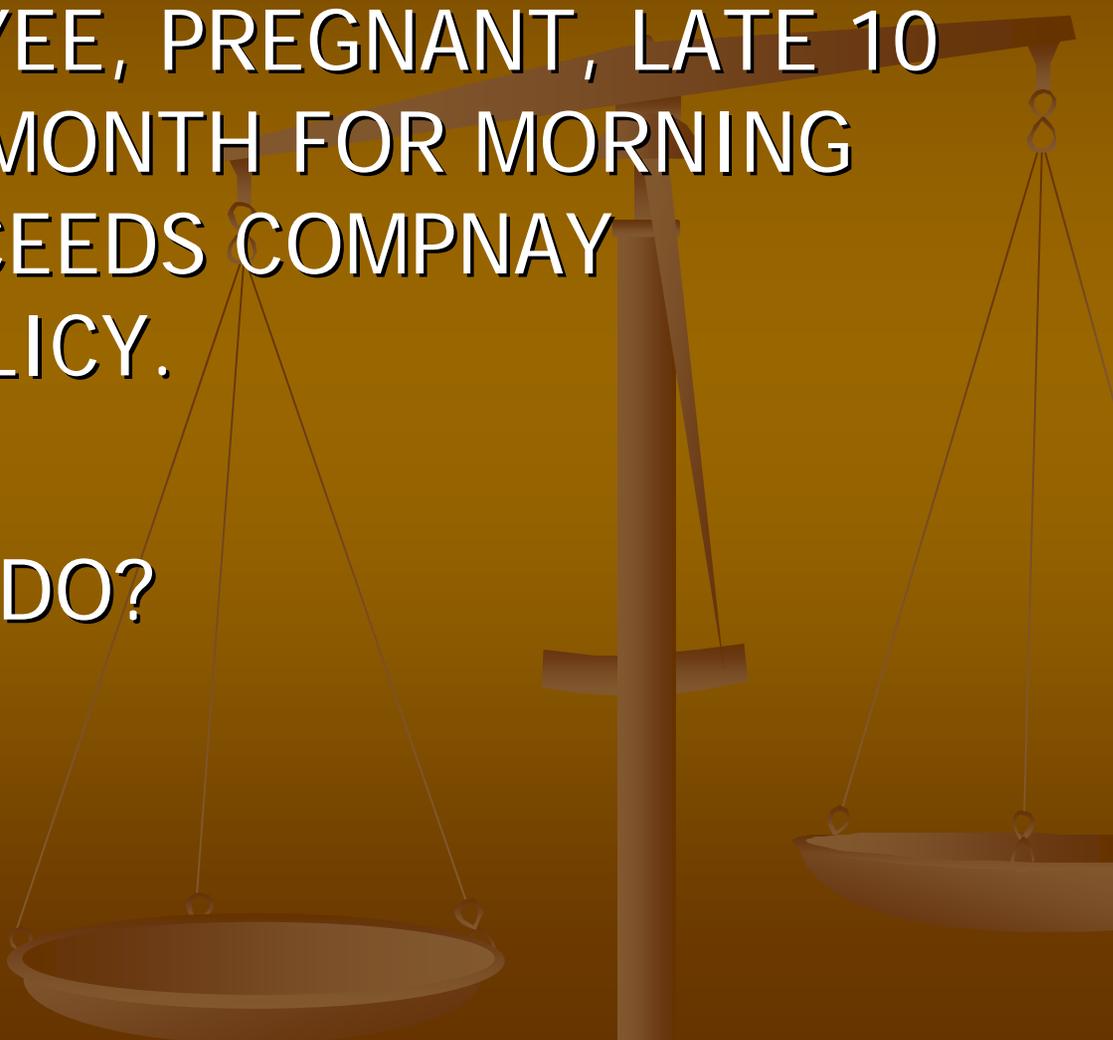
- 10 MONTH EMPLOYEE ASKS FOR FMLA TO CARE FOR MOTHER IN LAW.



- 
- 20 YEAR EMPLOYEE ASKS FOR FMLA TO CARE FOR MOTHER IN LAW
 - IS EMPLOYEE ELIGIBLE?

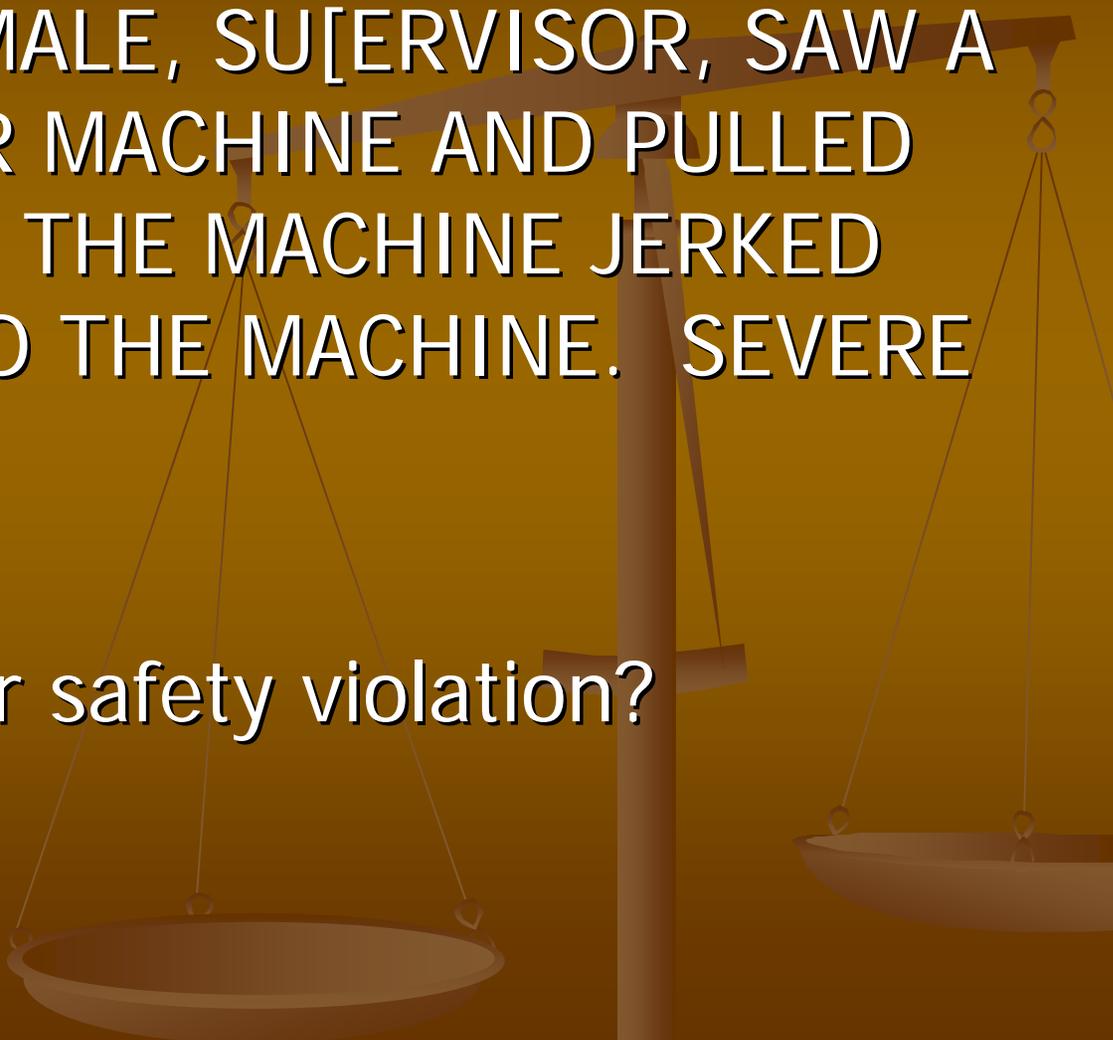
- NEW EMPLOYEE, PREGNANT, LATE 10 TIMES IN ONE MONTH FOR MORNING SICKNESS . THIS EXCEEDS COMPANY TARDINESS POLICY.
- WHAT DO YOU DO?



- 
- 2 YEAR EMPLOYEE, PREGNANT, LATE 10 TIMES IN ONE MONTH FOR MORNING SICKNESS. EXCEEDS COMPANY TARDINESS POLICY.
 - WHAT DO YOU DO?

- EMPLOYEE ASKS FOR FMLA TO CARE FOR EX-SPOUSE WHO HAS CANCER AND IS NOT EXPECTED TO LIVE THREE WEEKS

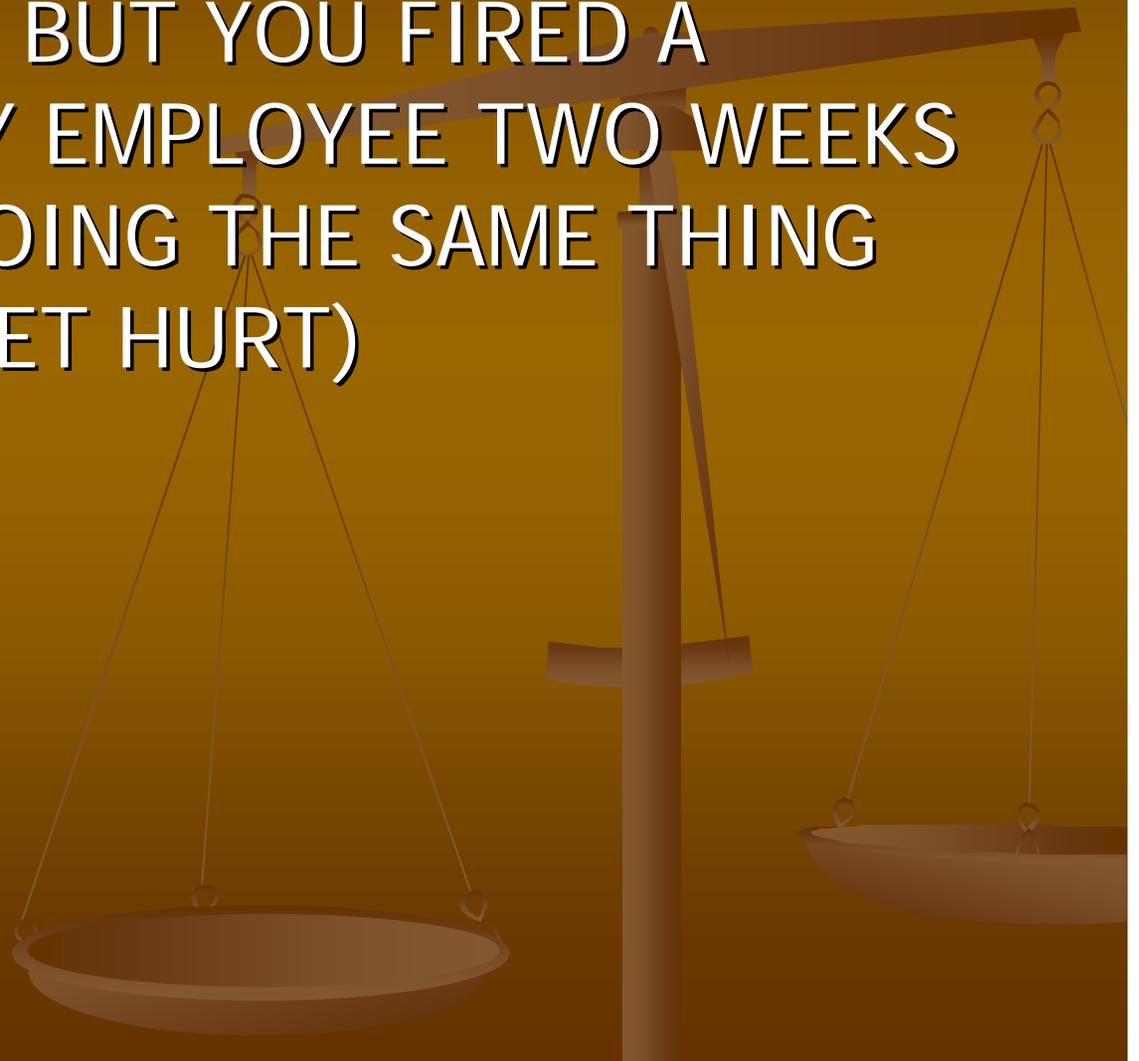




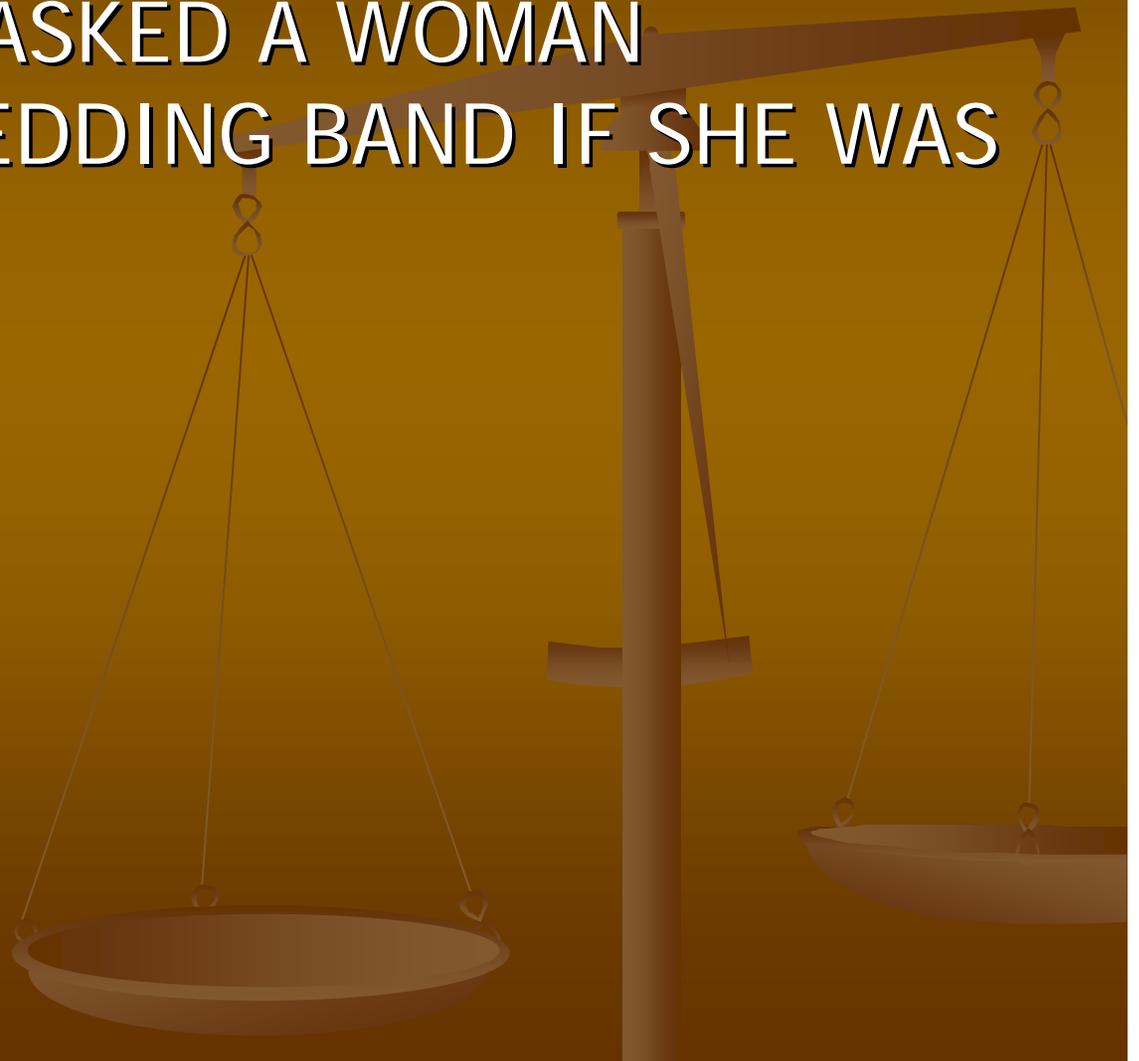
42 YEAR OLD FEMALE, SUPERVISOR, SAW A
JAM IN A PAPER MACHINE AND PULLED
ON THE PAPER. THE MACHINE JERKED
HER HAND INTO THE MACHINE. SEVERE
LACERATION

Do you fire her for safety violation?

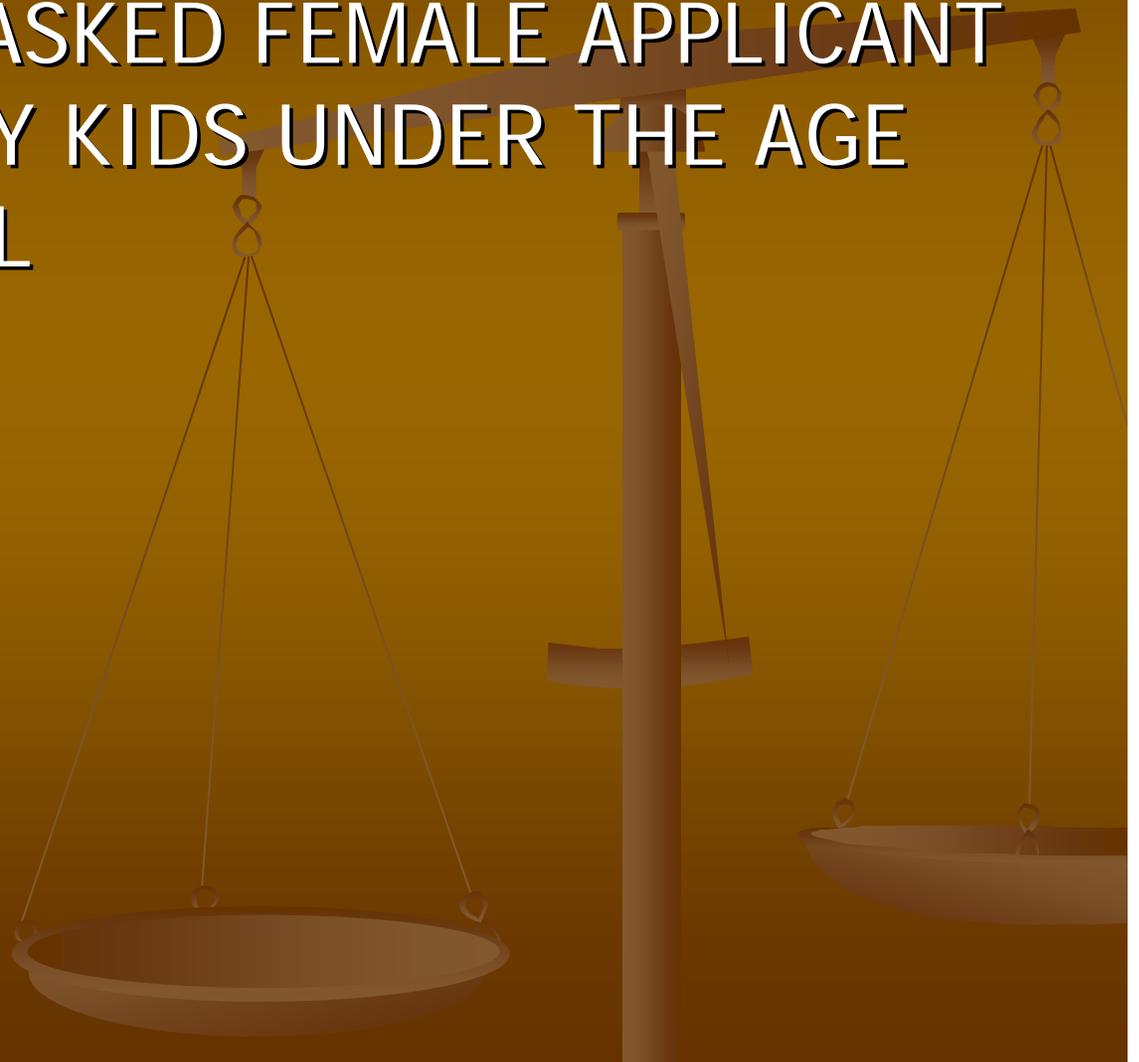
SAME SCENARIO, BUT YOU FIRED A
PROBATIONARY EMPLOYEE TWO WEEKS
BEFORE FOR DOING THE SAME THING
(HE DID NOT GET HURT)



- INTERVIEWER ASKED A WOMAN WITHOUT A WEDDING BAND IF SHE WAS MARRIED

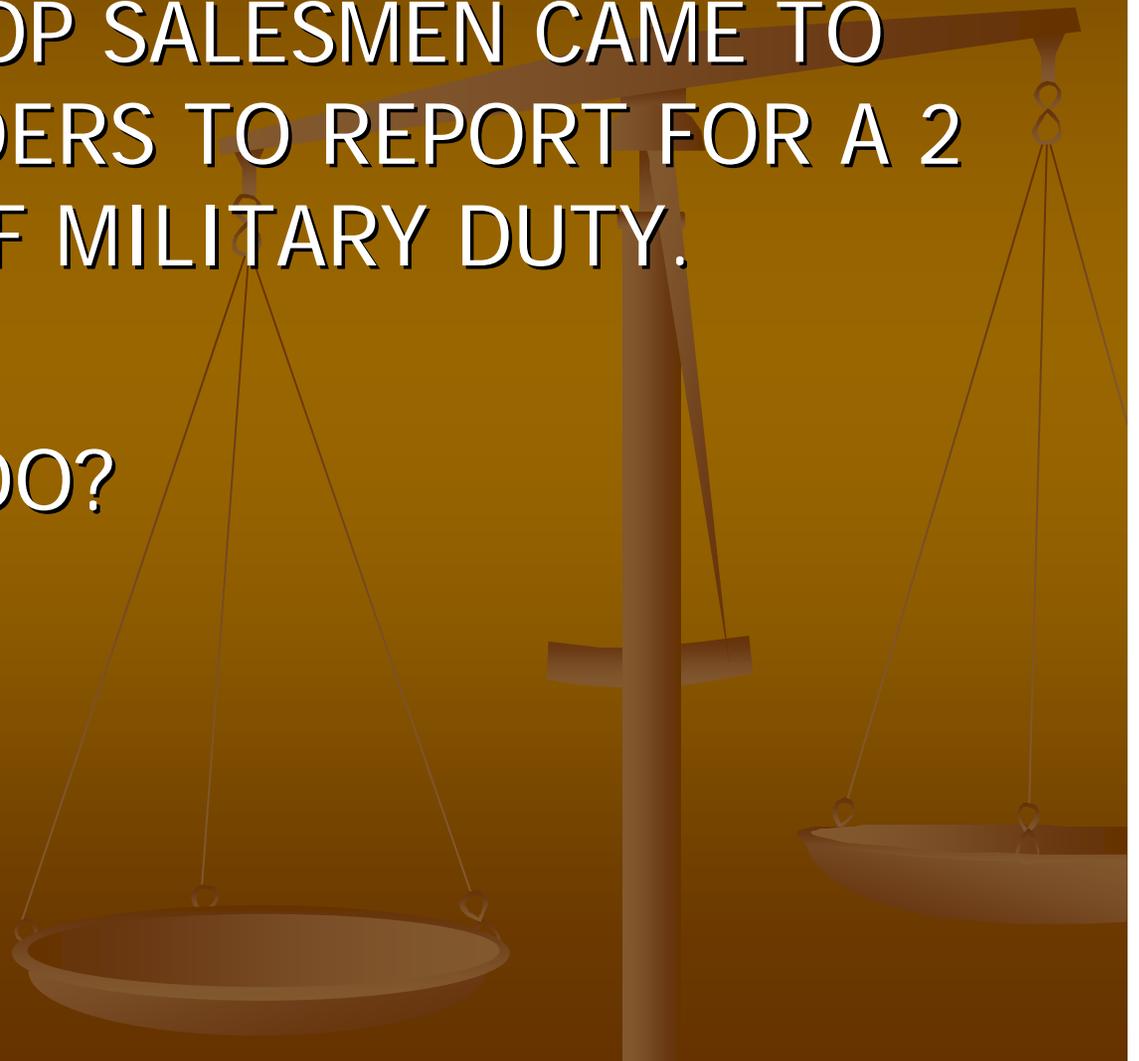


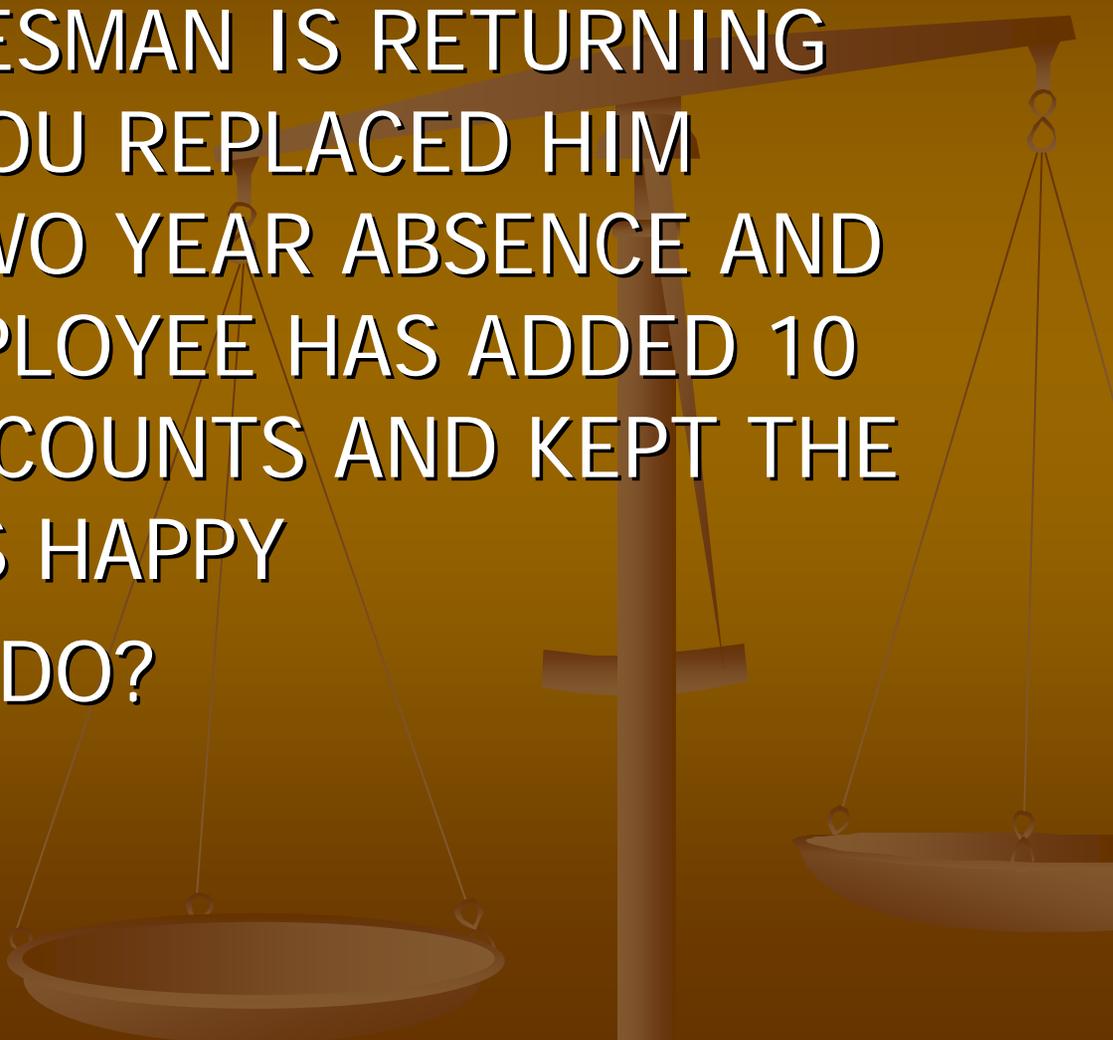
- INTERVIEWEE ASKED FEMALE APPLICANT IF SHE HAD ANY KIDS UNDER THE AGE OF PRE-SCHOOL

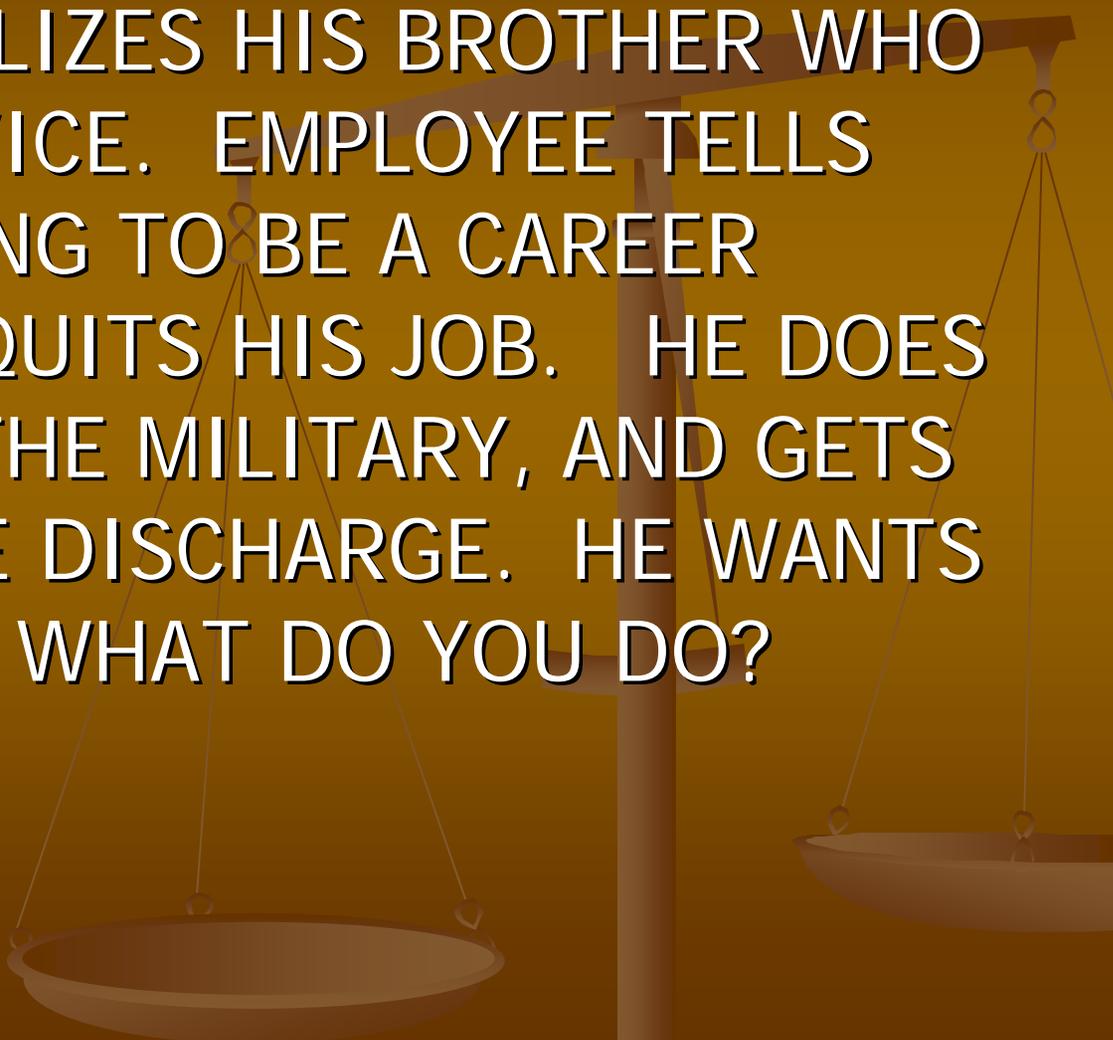


- ONE OF YOUR TOP SALESMEN CAME TO YOU WITH ORDERS TO REPORT FOR A 2 YEAR TOUR OF MILITARY DUTY.

WHAT DO YOU DO?



- 
- YOUR TOP SALESMAN IS RETURNING FROM IRAQ. YOU REPLACED HIM DURING HIS TWO YEAR ABSENCE AND YOUR NEW EMPLOYEE HAS ADDED 10 NEW LARGE ACCOUNTS AND KEPT THE OLD ACCOUNTS HAPPY
 - WHAT DO YOU DO?

- 
- EMPLOYER IDOLIZES HIS BROTHER WHO IS IN THE SERVICE. EMPLOYEE TELLS YOU HE IS GOING TO BE A CAREER SOLDIER AND QUILTS HIS JOB. HE DOES NOT TAKE TO THE MILITARY, AND GETS AN HONORABLE DISCHARGE. HE WANTS HIS JOB BACK. WHAT DO YOU DO?