

# Legal Update

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# Significant Employment Laws

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## Federal:

Title VII of the Civil Rights Act of 1968

Fair Labor Standards Act

Family and Medical Leave Act

## State:

Montana Human Rights Act

Montana Wage Payment Act

# Discrimination

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Strictly prohibited by MHRA and Federal Laws.

Gender/Sex – pregnancy and sexual orientation

Race/Ethnicity

Religion/political beliefs

Marital status (in Montana)

Age (young and old)

Genetic information

Disability – weight

Family Responsibilities, Hostile Work Environment, Bullying

# Sexual Orientation Discrimination

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Discrimination on the basis of sex prohibited by Title VII of the Civil Rights Act

EEOC Guidance

Federal Court rulings

# Wage and Hour Law

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Montana Wage Payment Act, Fair Labor Standards Act

Must pay for all hours worked, minimum wage, overtime.

EXEMPTIONS: What is an exempt employee?

# Seasonal Outdoor Recreation Exemption

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Legislative history

Who is included?

What happens next?

# Apprenticeships

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Legal issues and changes

What happens next?

# Equal Pay Day

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History

What does it mean?



# Employee Background Checks

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History of the law

Current issues

What happens next?

# The Evolution of Employment Law

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Where do we go from here?

# Questions?

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