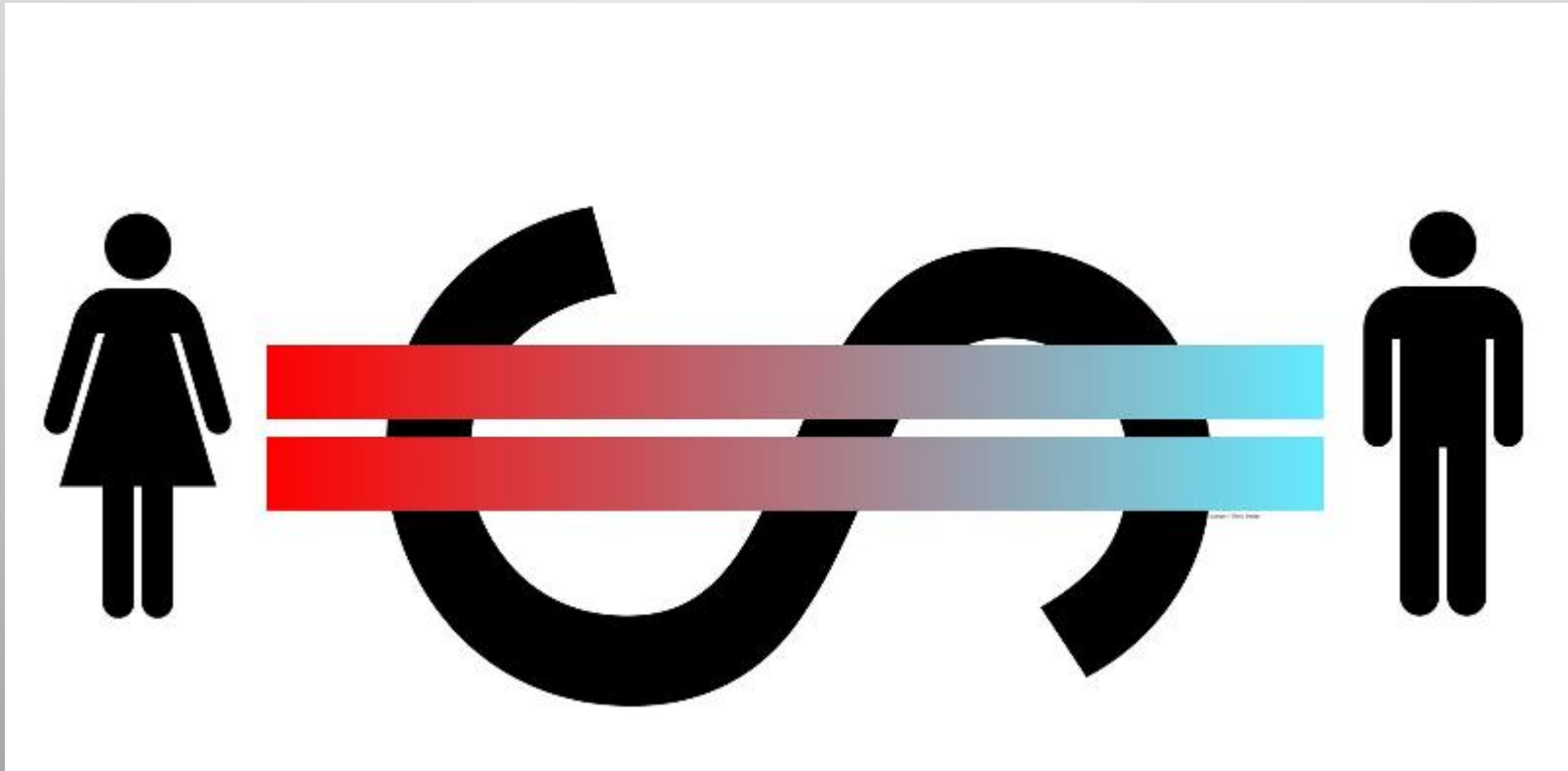




As the EPL World Turns: The Continuing Saga of Equal Pay, ADA, NLRB and LGBT

June 21, 2016

Equal Pay Claims



Coates v. Farmers Group, Inc. et al.

- Discrimination class action lawsuit brought by 300 female attorney-employees.
- Alleged that they were paid less than their male counterparts for doing the same work.
- Farmers will pay \$4M.
 - \$2 million in attorney fees and costs.

ADA Website Accessibility



Netflix 2012 Settlement

The Netflix logo, consisting of the word "NETFLIX" in a bold, red, sans-serif font, is centered within a white rounded square with a thin grey border.

- NAD sued Netflix under the ADA because they did not have closed captioned on their website.
- U.S. District Court in Massachusetts ruled that the statute should read to include the Internet as a place of public accommodation.

Who is a Joint Employer & Employer?

- The NLRB is deciding if McDonald's is a joint employer of franchise employees.
- Uber – settlement was \$100M.



Expansion of LGBT Rights

Although there have been local and regional laws passed to expand anti-discrimination language to include protections for sexual orientation or gender identity, there hasn't been movement in Congress, where the Employment Nondiscrimination Act is in limbo.

The EEOC & LGBT Rights

The EEOC has issued administrative rulings and in 2016 will push to enforce protections.

- Macy v. Holder
- Baldwin v. Foxx
- EEOC v. R.G. & G.R. Harris Funeral Homes Inc.



Minimum Wage & Salary Exempt Test

- Higher Minimum Wage
 - The minimum wage is being raised to \$15 in many states and cities.
 - Federal minimum wage is being increased \$12 by 2020?
- Revised Salary Exempt Standards



Questions & Answers
