

NEW ANSWERS TO SOME OLD QUESTIONS

Atty. Jack Collins

jackmcpa@aol.com





PAID SHORT-TERM MILITARY LEAVE?

- Military Reservists on annual training leave are not entitled to be paid by their employer. True/False



NO OVERTIME FOR SALARIED EMPLOYEES?

- An Assistant Superintendent of the Water Department that is paid a salary of \$75,000 is exempt from overtime. True/False



REQUESTING ACCOMMODATION

- When requesting an accommodation under the ADA, an employee must use the terms “disability” and “accommodation.”
True/False



PREGNANT EMPLOYEE RIGHTS

- Unless a pregnant employee can perform the essential duties of her position, she must take an unpaid leave. True/False



ARTIFICIAL INTELLIGENCE TO MEASURE WORK TIME ON COMPUTER

- It is lawful to rely on Artificial Intelligence to measure and analyze when workers are “active” or “idle,” such as through keystrokes, mouse clicks, website browsing, or camera presence. True/False



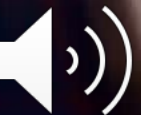
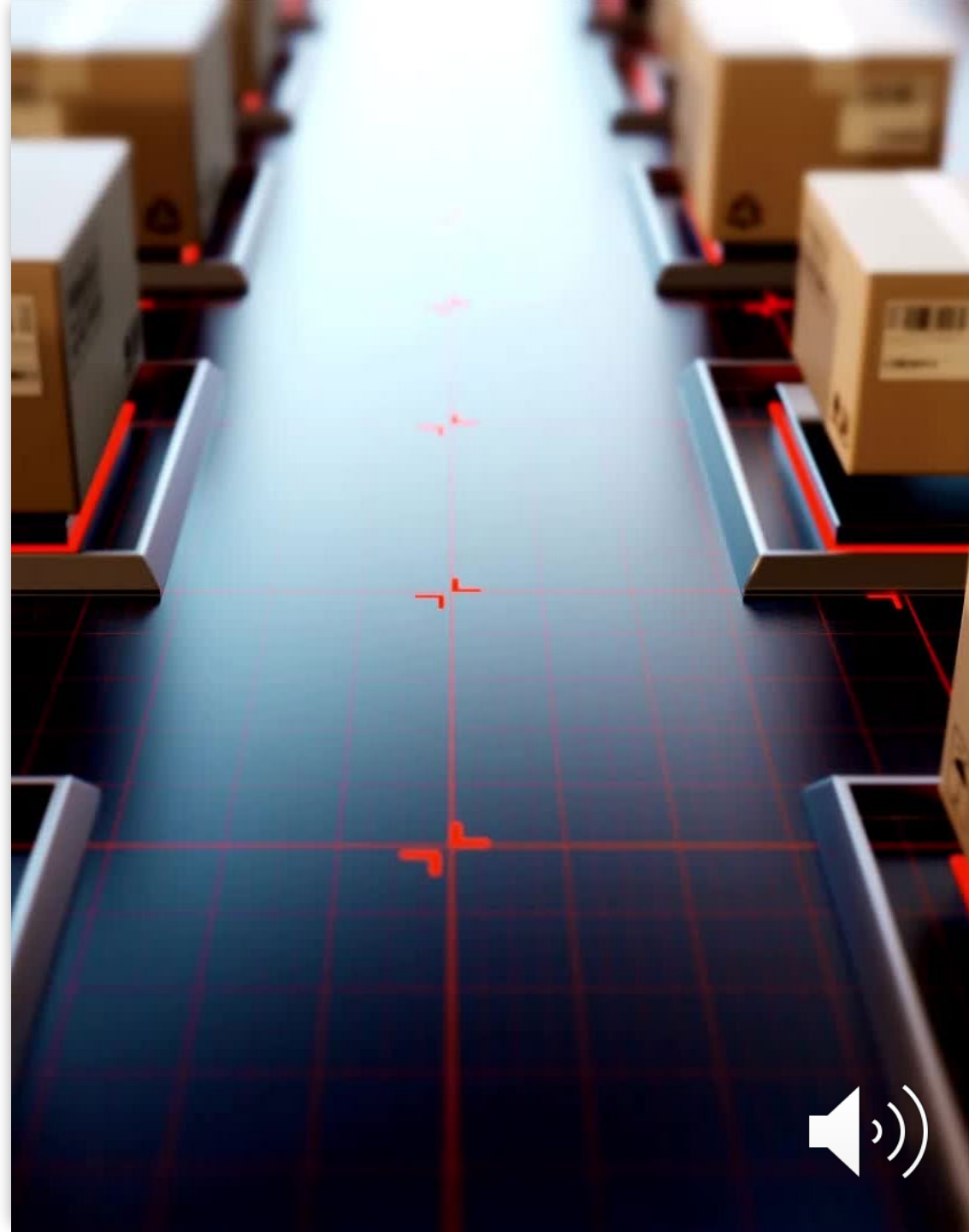
USING AI TO DETERMINE FMLA ELIGIBILITY

- AI may be used to ask for medical certification and to determine eligibility, calculate leave entitlements, or evaluate whether leave is for a qualifying reason under the Family and Medical Leave Act. True/False



USING AI TO LIMIT PUMPING AT WORK

- Automated technologies may limit the frequency, timing, and length of breaks required for pumping at work. True/False





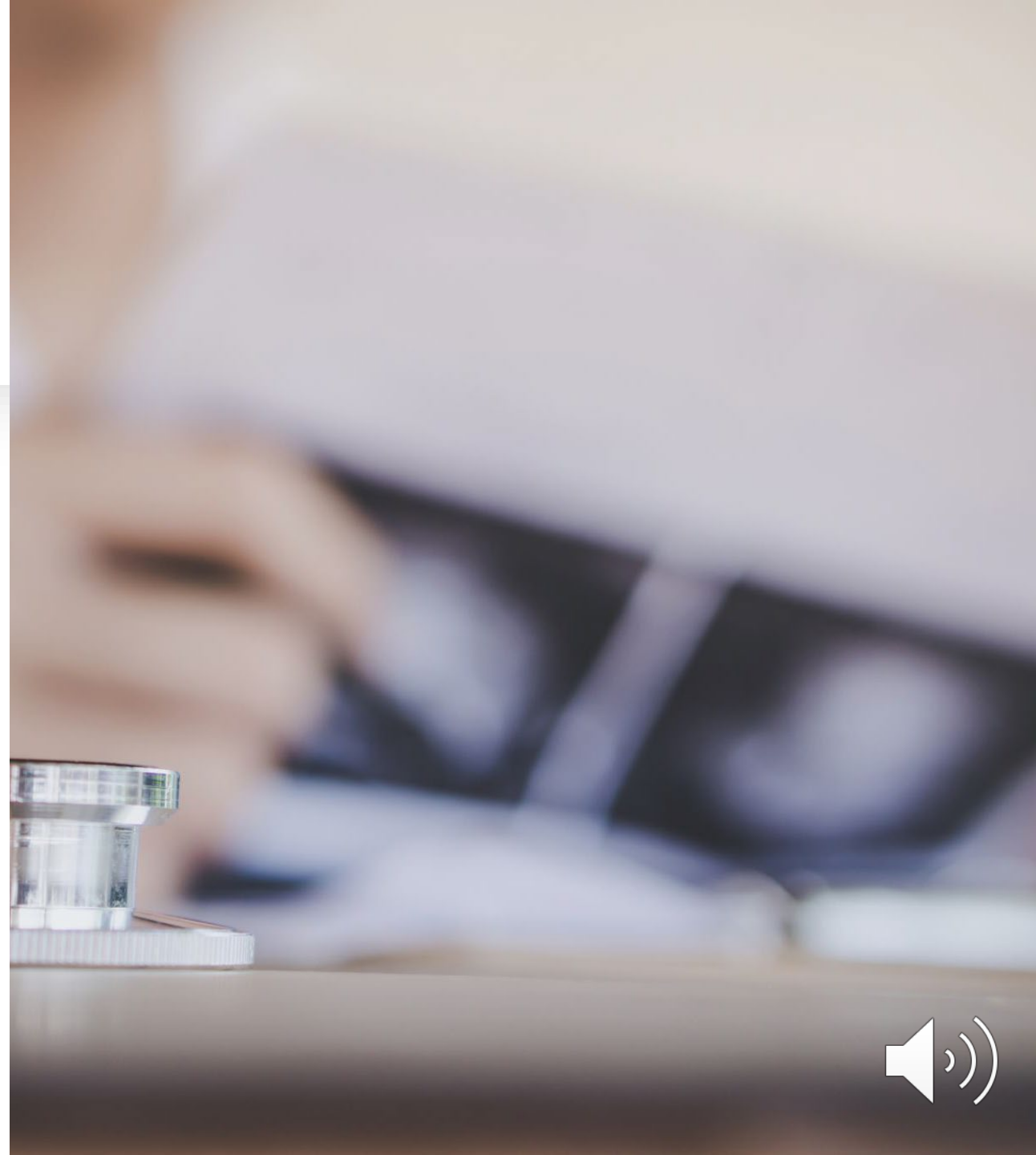
OSHA CHEMICAL LABELING

- **So long as a chemical manufacturer's label is still readable, an employer is not liable for misuse or injuries to employees. True/False**



POLYGRAPHS FOR APPLICANTS AND EMPLOYEE INVESTIGATIONS

- Polygraphs may be used when screening candidates and for determining whether an employee is lying during an internal investigation over missing equipment. True/False





POLITICAL STATEMENTS ON UNIFORMS

- A municipal employer may prohibit employees from writing phrases in support of political social justice causes on the employer's uniforms. True/False





SHARING REPRODUCTIVE HEALTH CARE INFO

- An employer may reply to a call from a law enforcement agency asking whether an employee sought reproductive health care services. True/False



ANY QUESTIONS?

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