

Employment Practices in 2022: Things to Know & Consider



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Presented by Chris Morgan
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A T T O R N E Y S

Today's Topics



- COVID-19 Updates
- Reasonable Accommodations
- Wage & Hour Compliance
- Workplace Safety
- Miscellaneous Issues



COVID-19 Updates



- Existing OSHA Regulations
- Specific Industry Considerations
- Best Practices



Reasonable Accommodations



- COVID-19-Related Accommodations
- FMLA/OFLA/ADA
- Non-COVID-19 Accommodations



Wage & Hour Compliance



- Employee Classifications
- Final Paychecks
- Sick Leave
- Meal & Rest Break Compliance
- Overtime



Workplace Safety



- Senate Bill 483
 - Creates a rebuttable presumption of guilt which presumes that employers discriminated against a current or former employee if the employee is discharged within 60 days of engaging in any health or safety activity codified under ORS 654.062(5)(a)-(d)



Miscellaneous Issues



- Risk Mitigation
- Settlement/Separation Agreements
- Drug & Alcohol Testing



Thank You!



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