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CONNECTICUT  
& NEW YORK

Neil Groberg's

# Employee

# Relations Newsletter

## *A 'Heads Up' On Workplace and Employment Issues*

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SUMMER 2006

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My son is in his senior year of high school, taking SAT's, AP's and other exams. Speaking of tests, after 30 editions of this newsletter, here's a quiz on your employee relations knowledge. Get out your No. 2 pencils!

1. Doing a background check on an applicant, you find her [www.myspace.com](http://www.myspace.com) entry, which is filled with accounts of her drinking escapades. You:
  - a. place an entry on her [myspace.com](http://myspace.com) site telling her she is hired.
  - b. can't use this information against her, because it is confidential.
  - c. may legally turn her down for the job.
2. You do not have any employees on leave in the military. Therefore:
  - a. you have no obligations under the Uniformed Services Employment and Reemployment Rights Act (USERRA).
  - b. you must make sure that all male employees are registered with the Selective Service System.
  - c. you nonetheless need to inform all employees of their rights under USERRA, preferably by putting up the poster found at [www.dol.gov/vets/programs/userra/USERRA\\_Private.pdf](http://www.dol.gov/vets/programs/userra/USERRA_Private.pdf)
3. Before adjourning for the summer, Congress debated raising the federal minimum wage from \$5.15 an hour to \$7.25 an hour. If the law is not changed, the minimum wage in Connecticut will be:
  - a. \$5.15 an hour
  - b. \$7.25 an hour
  - c. \$7.40 an hour.
4. Your Connecticut firm, with over 75 employees, adopted an FMLA policy 2 years ago. It now must:
  - a. keep the policy as is, because nothing has changed.
  - b. wait until the anticipated new Federal regulations, and then amend the policy.
  - c. add a provision allowing applicable coverage for partners in civil unions.
5. Sally accuses a co-worker of sexual harassment. The CEO thinks the charges are ridiculous. Sally is suspended, and then is transferred to a much harder job. The company:
  - a. has no legal exposure.
  - b. would have been better off just firing Sally.
  - c. is likely guilty of retaliation under Title VII.

☞ *How do you think you did? An answer sheet can be found at*  
**<http://www.ctemploymentlaw.com/answers.pdf>**

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