



PUTTING IT ALL TOGETHER

How the IRS, IPR, and the Internet impact the business of standard setting

ANSI Legal Issues Forum 2008



KING & SPALDING

Employment Law and The Internet

Presented by

Shelly Sharp Blews

Counsel

King & Spalding LLP

1180 Peachtree Street

Atlanta, Georgia 30309

404-572-3578

sblews@kslaw.com

Employment Law and The Internet

■ Agenda

- Internet access inside and outside the workplace
- Use of Internet implicates numerous Employment Laws
- How to limit the potential negative impact



The Fair Labor Standards Act



- When are employees working?
- Are employees accurately recording their time?
- Availability of information to employees on-line



"Did you know that your boss may be driving around in a Lexus purchased with overtime pay that should have been given to you? That's right, your employer or former employer may owe you enough overtime money to take a vacation, buy a car, or put a down payment on a home, and you don't even know it!"

Title VII of The Civil Rights Act of 1991

- Sexual Harassment in the workplace

- What is it?
 - Verbal or physical conduct of a sexual nature that is sufficiently severe or pervasive to alter the conditions of employment and create an abusive working environment.

- Statistics on Internet use in the workplace



Americans with Disabilities Act of 1990 (New Amendments Go Into Effect Jan. 1, 2009)

- Accessibility under Title I (Public Accommodation)
 - Do customers have access to your services?

- Employment issues under Title III
 - Disabled Employees
 - Reasonable Accommodations

- Amendments will expand ADA coverage substantially



Help Wanted!



- Job Postings
- Applications
 - Maintain records
 - Maintain statistics

Policy Issues



- State and Federal Privacy Laws
 - What can the employer monitor?
 - Create policies limiting expectations of privacy
 - Which employees should have Internet access?
- How should the employer monitor use?
- Workers Compensation issues with employees who work from other locations

QUESTIONS

