




Did You Know...



If your case has just one plaintiff and no horrible facts, expect to pay between \$0 and \$50,000. That covers about a third of all cases.

(Source: EEOC)

Did You Know...



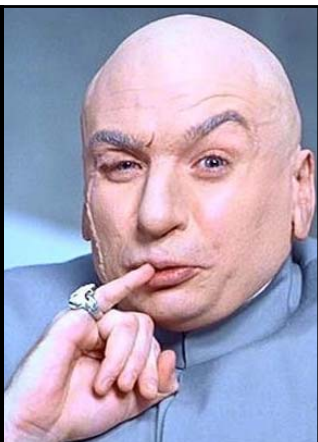
The amount you should expect to pay if you have one plaintiff but horrible facts. (28% of cases)

(Source: EEOC)

Did You Know...

If you have multiple plaintiffs and/or *really* horrible facts, expect to pay between \$100,000 and \$1 million.
(Over a third of cases)

Source: EEOC





Highlights & Lowlights (A Legislative Update)

Strikes & Balls

HB 2668 – Expands places of public accommodation;

Now includes all places or services;

Amendment excludes corrections.

Effective January 1, 2014



Strikes & Balls

SB 483 – Mandatory investigation & mediation for “Health Care Incident”; now excludes inmates.

Effective March 18, 2013



Strikes & Balls

HB 3453 – Counties can ask governor for law enforcement funds and can raise local taxes

Awaiting Gov. Signature



Strikes & Balls



HB 3159 – Authorizes local government to regulate predatory towing, set max rates.

Awaiting Gov. Signature



Strikes & Balls

SB 9 – Increases fine for texting while driving to \$500; Elevated from Class D to C violation

Awaiting Gov. Signature



Strikes & Balls

HB 3460 – Legalizes med marijuana dispensaries; creates state registry

Awaiting Gov. Signature



Strikes & Balls

SB 281 – Medical marijuana for PTSD

Effective January 1, 2014



Strikes & Balls

- **SB 1** – Veterans Day off for veterans
Effective April 4, 2013



- **SB 191** – UI overpay penalties
Awaiting Gov. Sig.



Strikes & Balls



- **HB 2111** – “Disability” definition update
Effective Jan. 1, 2014

Strikes & Balls

- **HB 2654** – EE social media protections
Effective January 1, 2014



- **HB 2683** – Direct deposit of EE pay
Effective January 1, 2014



Strikes & Balls

- **HB 3342** – Public funds & union organizing
Awaiting Signature



- **HB 2669** – Unpaid intern workplace protection
Effective June 13, 2013



Strikes & Balls

- **SB 96** – Self-Insured employer group can apply for waiver of WC bond
Effective January 1, 2014

– Allows CIS to more cost-effectively serve you

Strikes & Balls



- **HB 3263** – Leave for domestic violence victims
Effective January 1, 2014



- **HB 2950** – OFLA bereavement leave
Effective January 1, 2014

Strikes & Balls



Strikes = What Passed

- **HB 2279** – Permits local government to join PEBB; mandated in bill as introduced; fire/police out; permissive subject of bargaining.

Awaiting Gov. Signature

Strikes & Balls



Balls = What Failed

- **SB 805** – Would have allowed suit against city or county to challenge decision to outsource
- **HB 2418** – “Supervisory EE” definition update for collective bargaining
- **HB 2448** – Public EE mandatory arbitration
- **HB 2606/SB 394** – Statute of limitations extension for discrimination complaints
- **HB 2645** – Paid family leave

Strikes & Balls

Balls = What Failed

- **HB 2682** – Investigation files not personnel records
- **HB 3026** – OFLA for siblings
- **HB 3138** – Paid vacation payout
- **HB 3390/SB 801** – Paid sick leave



Home Run Derby

University of Texas Southwestern Medical Center v. Nassar, (U.S. June 24, 2013)

- Plaintiff’s standard of proof in retaliation claims
- “Motivating factor” vs. “But for”
- Court held “But for” is now the standard



Home Run Derby

Vance v. Ball State University (U.S. June 24, 2013)

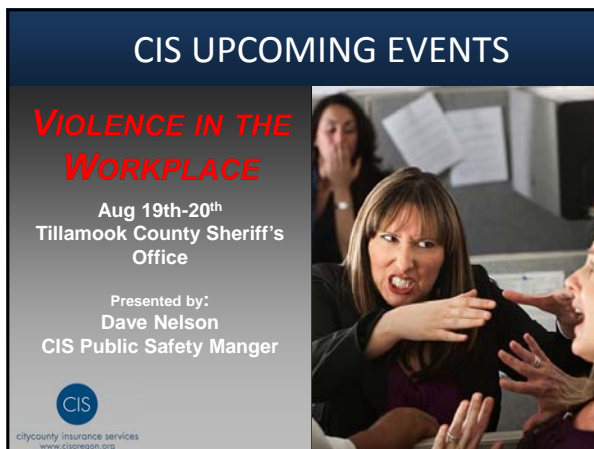
- Employers can be held strictly liable for actions of supervisor in Title VII claims
- Court limited definition of “supervisor”
 - ☐ Someone with power to take “tangible employment action”
 - ☐ Not someone who merely directs day-to-day activities of employees

Striking Out?










CIS UPCOMING EVENTS


Webinar: Employee Handbooks



Date Change:
August 29th
10:00am -11:00am

Presented By:
 Pre-Loss Attorney, Tamara
 Jones

For more info go to
<http://learn.cisoregon.org>



CIS UPCOMING EVENTS

**FMLA/OFLA
Supervisor Training**

Coos County - Coquille
 Aug 27th 2:00pm - 4:00pm

Coos Bay Library Auditorium
 Aug 28th 10:00am – 12:00pm
 Aug 28th 2:00pm – 4:00pm

Presented by:
 Janie McCollister
 CIS HR Risk Management Consultant

Register at
<http://learn.cisoregon.org/>
 Click on FMLA Banner

 citycounty insurance services
www.cisoregon.org