

January 21, 2019

Concerted Action

NLRB Narrows View of Concerted Action By Workers

An employee was terminated when he complained in front of a supervisor and other coworkers about helping some travelers that were not expected to tip him well. The NLRB affirmed dismissal of the complaint filed on the employee's behalf, concluding that the termination wasn't illegal because his complaint about the tipping habits wasn't concerted activity and it wasn't done for the purpose of mutual aid or protection as required by the NLRA.

Title VII

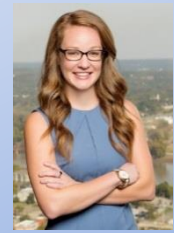
Devout Dishwasher Fired For Resting on Sundays Wins \$21.5M

An employee worked as a dishwasher with Park Hotels & Resort, formerly known as Hilton Worldwide Inc., from April 2006 through late 2015. The employee had an accommodation to her schedule so that she did not work on Sundays. In 2015, the kitchen manager scheduled the employee to work on Sundays and subsequently terminated her for missing work. On January 14, 2019, a Florida federal jury returned a \$21.5 million verdict against the employer for religious discrimination when she was fired after refusing to work on a Sunday.

For more information on the
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