

## HUNTON EMPLOYMENT & LABOR PERSPECTIVES™

HELP / ANALYSIS & DEVELOPMENT IN EMPLOYMENT & LABOR ISSUES

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- [Ebola and Other Health Emergencies Create Workplace Privacy Dilemmas](#)
- [EEOC's Subpoena Power Reined in by the Eleventh Circuit](#)

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### Ninth Circuit Requires Some Pleading Details in FLSA Overtime Cases

November 19, 2014

On November 12, 2014, the Ninth Circuit held that sufficient specificity in pleading is required under the Fair Labor Standards Act (FLSA) in *Greg Landers v. Quality Communications Inc.* The Ninth Circuit affirmed the dismissal of a proposed overtime class action. While this was an issue of first impression for the Ninth Circuit, the decision falls in line with similar rulings made by the First, Second and Third Circuits and disagrees with the Eleventh Circuit holding that conclusory allegations that merely recite the statutory language are adequate.

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### Ebola and Other Health Emergencies Create Workplace Privacy Dilemmas

November 17, 2014

Fears of a worldwide Ebola pandemic appear to have abated, but the tension between workplace safety and employee privacy, thrown into relief by this health emergency, remains an issue relevant to all employers.

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## EEOC's Subpoena Power Reined in by the Eleventh Circuit

November 11, 2014

On November 6, 2014, the Eleventh Circuit reined in the Equal Employment Opportunity Commission's (EEOC) use of a broad administrative subpoena in an investigation of an individual charge of discrimination. The case is *EEOC v. Royal Caribbean Cruise Lines Ltd.*

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