



## March 2018 Newsletter

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## Message From The President

In the janitorial world, many things can change in an instant. We gain a few buildings and through no fault of ours we loose some buildings.

How each of you can help us to continue grow in a positive manner is to keep your buildings clean. Continue to follow the routines we have given you. Over time we understand the need for change, and while this is not allowed, we are willing

to listen to your suggestions. If you want to change something in your building just give us a heads up and we will be happy to chat with you.

If you are out and about and hear that someone is unhappy with their cleaning company, let us know. We want to just keep growing.

We are in the process of bidding on a few different projects.

If you have any reliable friends who you think would make great Midnight Janitorial employees let us know. When they stay 6 months, we will pay you \$50.



## News From Human Resources

The split among appeals courts over whether Title VII of the Civil Rights Act of 1964 prohibits sexual orientation discrimination deepened Feb. 26, as the 2nd U.S. Circuit Court of Appeals ruled that it does. The decision makes it likely that the Supreme Court ultimately will have to rule on the issue, said Michelle Phillips, an attorney with Jackson Lewis in White Plains, N.Y.

Two appellate courts now agree with the Equal Employment Opportunity Commission's (EEOC's) position that Title VII protects against discrimination based on sexual orientation, noted

Mark Phillis, an attorney with Littler in Pittsburgh.

"Claims of sexual orientation discrimination are increasingly being litigated," said Sam Schwartz-Fenwick, an attorney with Seyfarth Shaw in Chicago. "While an increasing number of courts are finding that such claims can be brought under Title VII, the law remains in flux. This uncertainty will continue until the Supreme Court addresses the issue or Congress

passes clarifying legislation."

He recommended that employers increase their sensitivity to issues related to sexual orientation in the workplace during this period of uncertainty.

Phillips noted that 22 states plus the District of Columbia prohibit sexual orientation discrimination.



Conrad Hopper 3/17

Deliris Vega 3/26



Happy 7 year anniversary Ed Hargrave!  
Happy two year anniversary Nathan Bell!