

**ELEV 8**  
AVIONTÉ CCF 2017

# 2017 Employment Law Update

my|HR|counsel™

# The “HR Concierge”



Real-time legal advice in the following areas:

- HR Management
- Employment Law Compliance and Assistance
- Employee On and Off Boarding

What sets **my|HR|counsel™** apart? – Advice you can rely on

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- It is not a substitute for ... consultation with an attorney.
- [N]ot subject to attorney-client privilege.

# Agenda

## 2017 Employment Law Changes

- Federal Level
  - Immigration
  - NLRB
  - Healthcare Reform
  - Coming Attractions
- State and Local Level
  - All Employment Law Local
  - Blue Cities vs. Red States
- Summary
- Q & A



# Federal Level

- Immigration
- NLRB
- Healthcare Reform
- Coming Attractions

# Immigration

- More enforcement
- Travel Ban
- “Merit-based” immigration
- E-Verify for all?
- Increased funding in FY 2018 budget



# NLRB

- New chair of the NLRB
- Two spots to be filled by President Trump
  - Will shift balance of board from Democrat to Republican
  - Will likely result in changes to:
    - Joint employment rules
    - Handbook rules
    - i.e. the pendulum swings back



# Healthcare Reform

- AHCA passed house
- But, ACA is still the law of the land
- Senate Bill pending
  - When?
  - How dissimilar from House Bill?
    - Pre-existing conditions?
    - Reporting requirements?



# Coming Attractions

- Overtime rule still pending
- Paid Family Leave in budget
- EEOC makeover?
- LGBT protections under Title VII and ADA

Stay tuned...





# State and Local Level

- All Employment Law is Local
- Red States vs. Blue Cities

# All Employment Law is Local

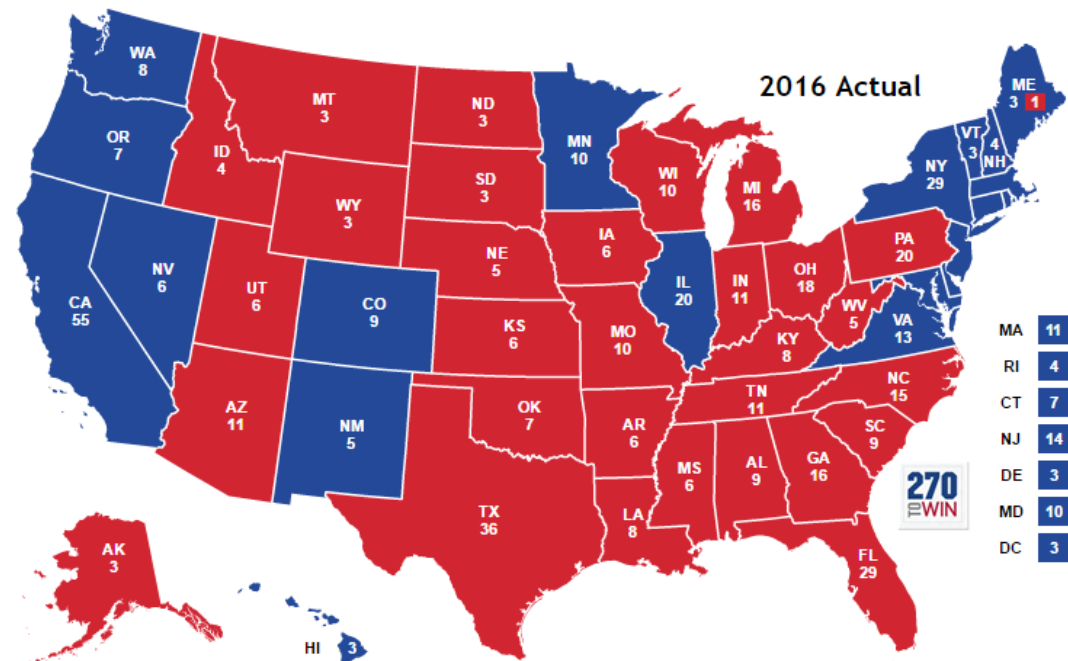
- Minimum Wage
  - St. Louis, Chicago, Cook County IL
  - Failed in MS, ND, VA, & WY
  - Proposed in 10 states
- Paid Sick Leave
  - 8 States, D.C., and over 30 municipalities in 9 states
- Ban the Box
  - 25 States, D.C., and more than 160 municipalities. 9/15 for private only
- Marijuana – Medical and Recreational



# Blue Cities

Bills to provide greater:

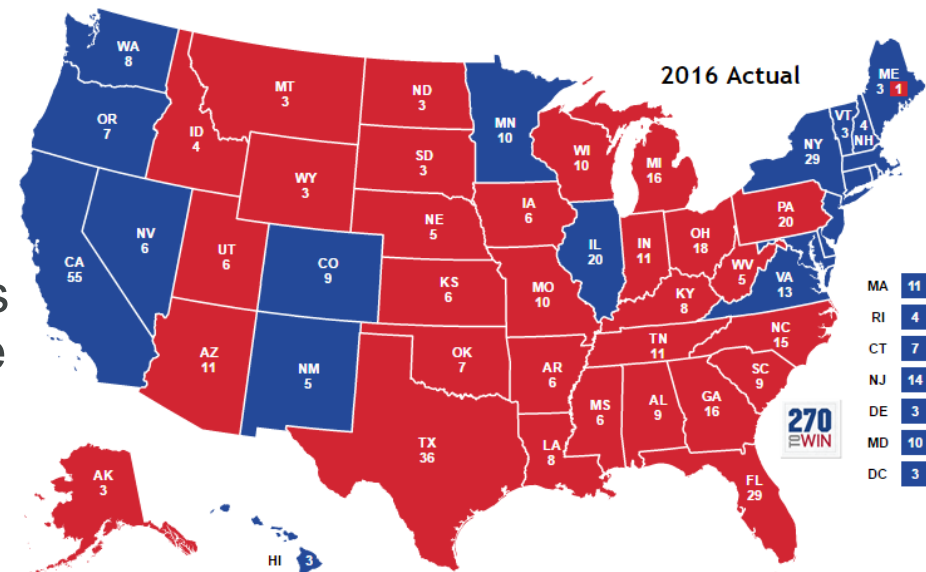
- Paid sick leave
- Minimum Wage
- Salary History
- Ban the Box



# Red States

## Bills to preempt municipalities from their own laws

- TX bill to stop cities or counties from having a ban the box ordinance
- AZ bill to allow state to yank funding from local governments that pass laws that violate state law or constitution
- MO struck down St. Louis' minimum wage rule



## On the flip-side

- Anti-preemption bill in OK

# Summary



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# Questions