**SHRM REPORT**

**Governmental Affairs**

**July 2022**

1. Summary of Recent Changes → VDH COVID19

6/15/2022:

[WHEN IS IT SAFE TO BE AROUND OTHERS (virginia.gov)](https://www.vdh.virginia.gov/content/uploads/sites/182/2022/04/I-and-Q-guidance_final_508c-1.pdf) The time frame for when quarantine and testing are not required if you have recently had COVID-19 was extended from 90 days to 6 months. Removed recommendation for masking and testing for close contacts who are not required to quarantine. Updated age range for schools forgoing quarantine from 12-17 to 5-11 years. On page 3, updated wording for up-to-date close contacts from “should get tested at least 5 days after” to “can consider getting tested ...”

1. The US Supreme Court has officially overturned *Roe v Wade*, issuing a ruling in the [Mississippi](https://www.independent.co.uk/topic/mississippi) case challenging a state law [banning most abortions after 15 weeks of pregnancy](https://www.nytimes.com/2021/05/17/us/supreme-court-abortion.html) on 24 June. The landmark precedent established in the 1973 ruling in *Roe*, which enshrined constitutional protections for the procedure, is now removed.

* *Dobbs v Jackson Women’s Health Organization* marked the first major abortion rights challenge
* *Employers* may look at amending their health benefit plans to facilitate access to abortion will need to consider the tax treatment of abortion-related travel benefits, following the U.S. Supreme Court's [ruling on state abortion restrictions](https://www.shrm.org/resourcesandtools/legal-and-compliance/employment-law/pages/supreme-court-dobbs.aspx).

1. Proposed Overtime Rule Now Projected to Come Out in Fall

* High on the DOL's list of priorities with the proposed overtime rule will be adjusting the salary level, possibly increasing it from its current annualized rate of $35,568.

1. Standard Mileage Rates Increase for Remainder of 2022

* The optional standard mileage rate, which taxpayers may use to calculate the deductible costs of operating an automobile for business and certain other purposes, increases to 62.5 cents per mile, effective July 1, 2022.
* The new mileage rate is up 4 cents from the rate effective at the start of the year.
* The rate increases are a special adjustment for the final months of 2022 in response to recent gasoline price increases. While fuel costs are a significant factor in the mileage figure, other items enter into the calculation of mileage rates, such as depreciation and insurance, and other fixed and variable costs. Midyear increases in the optional mileage rates are rare. The last time the IRS made such an increase was in 2011.