[](http://lrshrm.shrm.org/)To: Lynchburg Regional SHRM

From: David Barney (Director of Government Affairs)

Date: April 27, 2017

**SUBJECT: APRIL 2017 LEGISLATIVE UPDATE**

Please see April’s updates below (with hyperlinks):

* “The overtime rule isn’t dead but it is on life support”. [Overtime Reply Brief Delayed Until June 30](https://www.shrm.org/resourcesandtools/legal-and-compliance/employment-law/pages/overtime-reply-brief-june-30.aspx?utm_source=SHRM%20PublishThis_CompensationAndBenefits_7.18.16%20(41)&utm_medium=email&utm_content=April%2027,%202017&SPMID=01001127&SPJD=06/06/2006&SPED=11/30/2017&SPSEG=&restr_scanning=silver&spMailingID=28822498&spUserID=ODM1OTI1NTQyNTIS1&spJobID=1023923726&spReportId=MTAyMzkyMzcyNgS2)
* As you know, some federal laws are in conflict regarding employee wellness programs. One lawmaker wants to fix this but his bill has stalled. [Bill to Harmonize Wellness Program Requirements May Have Stalled](https://www.shrm.org/ResourcesAndTools/legal-and-compliance/employment-law/Pages/wellness-program-bill-may-have-stalled.aspx?utm_source=SHRM%20PublishThis_CompensationAndBenefits_7.18.16%20(41)&utm_medium=email&utm_content=April%2027,%202017&SPMID=01001127&SPJD=06/06/2006&SPED=11/30/2017&SPSEG=&restr_scanning=silver&spMailingID=28822498&spUserID=ODM1OTI1NTQyNTIS1&spJobID=1023923726&spReportId=MTAyMzkyMzcyNgS2)
* The Family and Medical Leave Act (FMLA) excludes caring for siblings, except when it doesn't. [**Can an Employee Take FMLA Leave to Care for a Sibling?**](https://www.shrm.org/ResourcesAndTools/hr-topics/benefits/Pages/FMLA-leave-sibling-care.aspx?utm_source=SHRM%20PublishThis_CompensationAndBenefits_7.18.16%20(41)&utm_medium=email&utm_content=April%2027,%202017&SPMID=01001127&SPJD=06/06/2006&SPED=11/30/2017&SPSEG=&restr_scanning=silver&spMailingID=28822498&spUserID=ODM1OTI1NTQyNTIS1&spJobID=1023923726&spReportId=MTAyMzkyMzcyNgS2)
* Remedying pay disparities between men and women has become a priority for businesses and lawmakers alike. How can HR professionals find out if unlawful pay discrepancies exist in their workplace? [Using Data to Close the Gender Wage Gap](https://www.shrm.org/ResourcesAndTools/legal-and-compliance/employment-law/Pages/Data-Close-the-Gender-Wage-Gap.aspx?utm_source=SHRM%20PublishThis_CompensationAndBenefits_7.18.16%20(41)&utm_medium=email&utm_content=April%2027,%202017&SPMID=01001127&SPJD=06/06/2006&SPED=11/30/2017&SPSEG=&restr_scanning=silver&spMailingID=28822498&spUserID=ODM1OTI1NTQyNTIS1&spJobID=1023923726&spReportId=MTAyMzkyMzcyNgS2)
* Telling employees about the advantages of high-deductible health plans—especially when they're linked to health savings accounts with employer contributions—can avoid saddling traditional plans with only higher-cost, less-healthy workers. [Who Switches Health Plans, and Why?](https://www.shrm.org/ResourcesAndTools/hr-topics/benefits/Pages/who-switches-health-plans.aspx?utm_source=SHRM%20PublishThis_CompensationAndBenefits_7.18.16%20(40)&utm_medium=email&utm_content=April%2020,%202017&SPMID=01001127&SPJD=06/06/2006&SPED=11/30/2017&SPSEG=&restr_scanning=silver&spMailingID=28731218&spUserID=ODM1OTI1NTQyNTIS1&spJobID=1022893631&spReportId=MTAyMjg5MzYzMQS2)
* Compensatory time off—comp time—should be available to employees in the private sector, not just workers in the public sector, according to HR professionals testifying on behalf of SHRM. [SHRM to Congress : Make Comp Time Available to Businesses](https://www.shrm.org/ResourcesAndTools/legal-and-compliance/employment-law/Pages/SHRM-Congress-comp-time-businesses.aspx?utm_source=SHRM%20PublishThis_CompensationAndBenefits_7.18.16%20(40)&utm_medium=email&utm_content=April%2020,%202017&SPMID=01001127&SPJD=06/06/2006&SPED=11/30/2017&SPSEG=&restr_scanning=silver&spMailingID=28731218&spUserID=ODM1OTI1NTQyNTIS1&spJobID=1022893631&spReportId=MTAyMjg5MzYzMQS2)

As always, if you or your organization has an issue that you feel needs to be brought to the attention of our legislators, let me know. You can reach me at 434.832.2160 or [dbarney@scottins.com](mailto:dbarney@scottins.com).