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.