



SHRM Colleagues:

I hope that this Friday finds you well. Please note the following **Legislative Update** (with hot links to articles). Not surprisingly, this update is heavy on information regarding recent actions by the Trump administration:

- [SHRM Comments on acting EEOC chair](#) – Victoria Lipnic has been named Acting Chair of the EEOC and SHRM strongly supports this move by the administration.
- [President Trump freezes federal regulations, hiring](#) – and the regulatory freeze apparently applies to the overtime rule. However...
- [Overtime Rules May Still Apply](#) - the HCE exemption may not have been affected by the November 22, 2016 court order.
- [WEBINAR: HR and the New Administration - What to Expect](#) - SHRM Governmental Affairs hosted a webinar that is available to view through April. You can watch the event and download a pdf of the presentation.
- As a reminder, IRS delayed the deadline for 1095-C forms this year. Here is a blogpost: <http://scottbenefitservicesnc.blogspot.com/2017/01/reminder-1095-c-delivery-to-employees.html>
- [How Trump's First Executive Order Could Affect Employer Health Plans](#) – this article reviews what may happen next as a result of the ACA Executive Order. Of particular interest to me is the potential for a delay in ACA reporting. Although ACA reporting remains in place as of today, change may be on the way. As I noted previously, my firm is engaged with attorneys advising the Congress on “repeal and replace” and the issue of ceasing all reporting during the transition is a common topic in every meeting.
- [New Form I-9 :Key Changes HR Need To Know](#) – Penalties for non-compliance began on January 22<sup>nd</sup>. *“With a new administration coming in we have a lot of indications that ICE [Immigration and Customs Enforcement] audits will increase, new investigation officers will be hired and enforcement in this area will get a lot of focus,” said Cynthia Lange, managing partner of immigration law firm Fragomen’s Northern California practice in San Francisco.*

I hope that you like this format. Please let me know if there are issues you would like for me to address in subsequent updates.

Best,

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