

**2017 GSHRM Governmental Affairs Committee Report**  
**Legislative Hot Topics**  
 (Prepared as of August 31, 2017 by Wyche, P.A.)

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If you have any questions, suggestions, or corrections, please feel free to contact one of the above committee members. We look forward to hearing from you.  
 If you would like to join our committee, please contact the committee chair.

**FEDERAL REGULATORY AND OTHER ACTION**

**EEO-1 Reporting**

Action	Responsible Agency
<p><b>OMB Stays EEOC's Revisions to EEO-1</b></p> <p>The Equal Employment Opportunity Commission <a href="#">announced</a> that the Office of Management and Budget is initiating a review and immediate stay of the pay reporting requirements of the Employer Information Report (Form EEO-1) that were to take effect in March 2018. According to the EEOC's statement, employers should continue to use the previously approved EEO-1 form (which collects data on race, ethnicity and gender, but not pay) to comply with their reporting obligations.</p>	<p><a href="#">Equal Employment Opportunity Commission</a></p>

**New Overtime Rule**

Action	Responsible Agency
<p><b>Federal Court Declares New Overtime Rules Invalid</b></p> <p>A federal judge for the Eastern District of Texas has ruled that the Department of Labor's <a href="#">new overtime rules</a> are invalid and has permanently enjoined the implementation of the rules. The ruling applies nationwide. The new rule would have raised the salary threshold for the white collar exemption from the overtime requirements of the Fair Labor Standards Act to \$47,476 per year and was to take effect on December 1, 2016, but pending litigation has blocked the enforcement of the rules. According to a <a href="#">DOL summary of litigation</a> related to the new rule, the Department is still accepting comments on its <a href="#">Request for Information</a> published on July 26, 2017, and will do so until September 25, 2017.</p>	<p><a href="#">Department of Labor</a></p>

**Safety and Health**

<b>Action</b>	<b>Responsible Agency</b>
<p><b>OSHA Revises Online Whistleblower Complaint Form</b></p> <p>The Occupational Safety and Health Administration announced that it has revised its online whistleblower complaint form to help users file a complaint with the appropriate agency. The system includes pop-up boxes with information about other agencies for users who indicate that the protected activity may be addressed by an agency other than OSHA. The <a href="#">new form</a> is available in English and Spanish.</p>	<p><a href="#">Occupational Safety and Health Administration</a></p>

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