

2016 GSHRM Governmental Affairs Committee Report
Legislative Hot Topics
(Prepared as of December 31, 2016 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

Discrimination

Action	Responsible Agency
EEOC Issues Guidance for Employees on Mental Health Conditions in the Workplace The Equal Employment Opportunity Commission has published Depression, PTSD, & Other Mental Health Conditions in the Workplace – Your Legal Rights , a Q&A on the rights of workers with mental health conditions under the Americans With Disabilities Act. According to the EEOC press release issued in conjunction with the resource document, charges of discrimination based on mental health conditions are on the rise.	Equal Employment Opportunity Commission

Safety & Health

Action	Responsible Agency
OSHA Updates Walking-Working Surfaces Standards The Occupational Safety and Health Administration has issued a final rule on walking-working surfaces to prevent and reduce workplace slips, trips and falls. The related OSHA webpage offers other resources such as a fact sheet and a Q&A.	Occupational Safety and Health Administration
OSHA Clarifies Recordkeeping Rule The Occupational Safety and Health Administrations has amended its recordkeeping regulations by issuing a final rule to clarify that the employer’s duty to make and maintain accurate records of work-related injuries and illnesses is an ongoing obligation.	Occupational Safety and Health Administration

This information was prepared for you by Wyche, P.A. Wyche is a full-service law firm which has practiced law and served the Greenville community for more than 90 years. In that time, Wyche has participated in landmark litigation, served as counsel on cutting-edge transactions, and provided community leadership that has helped shape and drive our region’s growth and success. With offices in Greenville and Columbia, Wyche is the South Carolina member of Lex Mundi, the world’s leading association of independent law firms. Visit www.wyche.com to learn more.