

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

Lucas Asper, Esq. Ogletree Deakins Law Firm Committee Chair	Steve Nail, Esq. SPHR, SHRM-SCP, RCC Anderson University	René Gillespie ADEX Machining Technologies	Marilyn Messer SPHR, SHRM-SCP
--	---	---	---

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.

TRUMP ADMINISTRATION IMPLEMENTS REGULATORY FREEZE

Action	Responsible Agency
<p>On Inauguration Day, White House Chief of Staff Reince Priebus issued a memorandum freezing pending federal regulations until they have been reviewed by President Trump’s new department heads. The memorandum orders federal agencies to withdraw any regulations that have not yet been published in the Federal Register and to postpone the effective date of regulations that have been published but have not yet taken effect. Pending rules that <i>could</i> be impacted by the freeze include the Department of Labor’s new overtime rule and the “blacklisting” rule that would require federal contractors to disclose prior labor law violations. The actual impact of the freeze, however, is unclear. The Trump Administration also released a memorandum on implementation of the regulatory freeze.</p>	Office of the President

FEDERAL REGULATORY AND OTHER ACTION

Affordable Care Act

Action	Responsible Agency
<p>Executive Order Addresses Affordable Care Act</p> <p>President Trump issued an Executive Order, Minimizing the Economic Burden of the Patient Protection and Affordable Care Act Pending Repeal. The Executive Order provides that the Trump Administration will “seek the prompt repeal” of the Affordable Care Act; in the meantime, federal agencies are instructed to take action to minimize any “unwarranted economic and regulatory burdens” of the ACA and to prepare to afford the States more flexibility and control in creating a more open healthcare market.</p>	Office of the President

Immigration

Action	Responsible Agency
<p>Executive Order Suspends Entry into the U.S. for Certain Travelers</p> <p>On January 27, 2017, President Trump issued an Executive Order, Protecting the Nation from Foreign Terrorist Entry into the United States. Among other things, the Executive Order provides that for the next 90 days, nearly all travelers except U.S. citizens traveling on passports from Iraq, Syria, Sudan, Iran, Somalia, Libya and Yemen will be temporarily suspended from entry into the United States. The suspension excludes foreign nationals traveling on diplomatic visas, North Atlantic Treaty Organization visas, and certain other visas. The order also suspends the Visa Interview Waiver Program.</p>	<p>Office of the President</p>
<p>DOJ Issues Final Rule Regarding Unfair Immigration-Related Employment Practices</p> <p>The Department of Justice published a final rule updating its regulations on unfair immigration-related employment practices. The revisions update the manner in which charges of discrimination can be filed, clarify processing procedures, and conform the timeframes within which the Special Counsel may file a complaint. The rule became effective January 18, 2017.</p>	<p>Department of Justice</p>

Safety & Health

Action	Responsible Agency
<p>OSHA Publishes Recommended Practices for Anti-Retaliation Programs</p> <p>The Occupational Safety and Health Administration has published Recommended Practices for Anti-Retaliation Programs to assist employers in creating workplaces where workers can voice concerns without fear of retaliation. The recommendations are advisory only and are intended to apply to employers covered by the 22 whistleblower protection laws that OSHA enforces.</p>	<p>Occupational Safety and Health Administration</p>

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.