

2017 GSHRM Governmental Affairs Committee Report
Legislative Hot Topics
 (Prepared as of June 30, 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

DOL Guidance

Action	Responsible Agency
<p>DOL Reinstates Opinion Letters</p> <p>The Department of Labor is reinstating the issuance of opinion letters, according to a DOL news release. Opinion letters are official, written opinions by the Wage and Hour Division of how a particular law applies in specific circumstances presented by a requesting party. They were a DOL practice for 70 years until they were replaced by Administrator Interpretations in 2010. The Interpretations were general in nature and related to an entire industry, a category of employees, or all employees. The DOL's redesigned webpage includes information on how to request an opinion letter.</p>	<p>Department of Labor</p>

Joint Employment / Independent Contractors

Action	Responsible Agency
<p>DOL Withdraws Informal Guidance</p> <p>The Department of Labor announced that it is withdrawing the agency's informal guidance on joint employment (issued in January 2016) and independent contractors (issued in July 2015). The DOL stated that removal of the interpretations does not change the legal responsibilities of employers to comply with applicable law.</p>	<p>Department of Labor</p>

Safety and Health

Action	Responsible Agency
<p>OSHA Proposes Extension of Reporting Deadline</p> <p>A 2016 final rule adopted by the Occupational Safety and Health Administration set an initial deadline of July 1, 2017 for certain employers to submit information from their completed 2016 Form 300A to OSHA electronically. OSHA has now issued a proposed rule to extend the initial deadline to December 1, 2017. The data collection system was originally intended to launch in February 2017, but the launch has been postponed to August 1. OSHA also intends to issue a separate proposal to review and revise other provisions of the 2016 final rule, which provided for restrictions on post-injury drug testing and the posting of employers' illness and injury reports on OSHA's website.</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.