

2017 GSHRM Governmental Affairs Committee Report
Legislative Hot Topics
 (Prepared as of May 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

Background Checks

Action	Responsible Agency
<p>FTC Offers Tips on Background Checks</p> <p>The Federal Trade Commission has published a blog article, “Background checks on prospective employees: Keep required disclosures simple.” This informal guidance advises employers to develop a “simple, easy-to-understand notification” that they will obtain a background screening report and includes a list of “extra stuff” that should not be included in the disclosure.</p>	<p>Federal Trade Commission</p>

Safety and Health

Action	Responsible Agency
<p>OSHA Delays Deadline for Electronic Reporting</p> <p>The Occupational Safety and Health Administration announced that it plans to postpone the initial deadline required by a new rule regarding electronic submission of the workplace injury and illness recordkeeping forms that employers are already required to maintain onsite. Under the final rule, the new reporting requirements were to be phased in over two years, beginning with a July 1, 2017 deadline for certain employers. According to the agency’s website, “OSHA is not accepting electronic submissions as this time, and intends to propose extending the July 1, 2017 date....” OSHA will post updates on its website as they become available.</p> <p>The anti-retaliation provisions of the final rule that prohibit employers from discouraging workers from reporting illnesses or injuries became effective December 1, 2016 and remain intact.</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.