



February 2017 Legislative Updates

ACA Activity: President Trump issued memorandum freezing federal regulations and an executive order authorizing agencies and departments to “minimize the unwarranted economic and regulatory burdens” of ACA. Companies should have on their radar the possible repeal of the ACA, budget reconciliation that could affect the ACA, and a possible replacement plan.

More Information can be found at:

<http://www.hrmorning.com/trump-issues-aca-executive-order-the-fallout-for-employers/>

<https://www.shrm.org/resourcesandtools/hr-topics/benefits/pages/executive-order-aca-burdens.aspx>

MO Right to Work: Governor Greitens signed the Missouri Right to Work Bill on February 6, 2017. It will become effective on August 28, 2017. This bill covers both private employers who are subject to federal labor laws as well as Missouri public sector employers. The Missouri legislation provides that no person shall be required as a condition or continuation of employment to:

- become, remain, or refrain from becoming a member of a labor organization;
- pay any dues, fees, assessments, or other similar charges however denominated of any kind or amount to a labor organization; or
- in lieu of the payments listed, pay to any charity or other third party any amount equivalent to, or on a pro-rata basis, any dues, fees, assessments, or other charges required of members of a labor organization

More information can be found at:

<http://www.spencerfane.com/Right-to-Work-Enacted-in-Missouri-02-06-2017/>

<http://www.senate.mo.gov/17info/pdf-bill/tat/SB19.pdf>

OSHA Releases “Recommended Practices” for Anti-Retaliation Programs: These practices are only recommendations and are not regulation or laws but they do provide a guide for what OSHA will look at if it investigates your company’s anti-retaliation program as sufficient. The 5 key elements are: Management Commitment, Compliance Concern Response System, Anti-Retaliation Response System, Anti-Retaliation Training, and Program oversight. You can find more details for the key elements at:

<http://www.spencerfane.com/hrsolutions/blog.aspx?entry=1166>

<https://www.osha.gov/Publications/OSHA3905.pdf>

New Form I-9: The newest version had to be used starting 1/22/17- Below is the link to the new form I-9 (fillable) or the unfillable version. You will also find a link to “Tips for Retaining & Storing the New Form” from SHRM.

<https://www.uscis.gov/i-9>

<https://www.shrm.org/resourcesandtools/hr-topics/talent-acquisition/pages/tips-retaining-storing-new-form-i9.aspx>

Other Interesting Articles:

‘Blacklisting’ Rule Threat Alleviated for Federal Contractors:

<https://www.shrm.org/resourcesandtools/legal-and-compliance/employment-law/pages/blacklisting-rule-threat-alleviated.aspx>

Trump’s Directives Could Undo Fiduciary Rule and Dodd-Frank Regulations

<https://www.shrm.org/resourcesandtools/hr-topics/benefits/pages/trump-fiduciary-rule-dodd-frank.aspx>

**The task of leadership is not to put greatness into people,
but to elicit it, for the greatness is there already.**

-John Buchan