



Key Employment Law Issues in 2011, February Update

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Proposed Federal Legislation

Law	Key Dates	Description
Equal Employment for All Act (H.R. 321)	Introduced 1/19/11	Prohibits the use of credit checks on prospective or current employees except for national security clearance, certain public sector employees, and "supervisor, managerial, professional, or executive position at a financial institution."
The Family Economic Success Act (S. 10)	Introduced 1/25/11	It should be the "sense of the Senate" that Congress should: guarantee pay equity for women, reward companies who promote flexibility for families, guarantee paid family and medical leave, and improve the quality and affordability of child care.
The Veterans Day Off Act (H.R. 319)	Introduced 1/19/11	Guarantees the right to take Veterans Day as an unpaid (or paid if available) day off of work for all veterans who work for at least one year for an employer with 50 or more employees.
The Older Workers Opportunity Act (S.145, S. 150)	Introduced 1/25/11	Provides tax credit to employers that employ workers age 62 and older and provide a "flexible work program" (full and part time flexible work schedule, full pension, and health care benefits and pay at least 60% of the cost). Credit = 25% of the older workers' wages.
Back to Work Extension Act (H.R. 477)	Introduced 1/26/11	Extends part of the HIRE Act to provide a payroll tax break to employers hiring individuals who were previously unemployed more than 60 days.

Proposed Federal Regulations

Regulation	Key Dates	Description
GINA Regulations	Effective 1/10/11	Broadly defines "genetic information" and "family member" as included in the Genetic Information Nondiscrimination Act.
Notification of Employee Rights (NLRB)	Published for comment 12/22/10	Requires mandatory posting by all NLRB covered employers notifying employees of their rights under the NLRA. Also requires electronic notification if the employer customarily communicates with employees electronically.

Proposed Ohio Legislation

Law	Key Dates	Description
Ohio S.B. 30	Introduced 2/1/11	Makes it unlawful for an employer to use a person's credit score or history as a factor when making employment decisions.
Common Sense Regulation Act (Ohio S.B.11)	Introduced 2/1/11	Requires state agencies to develop customer service training programs and improve state regulatory agency processes, especially with regard to small businesses.
Ohio S.B. 13	Introduced 2/1/11	Allows an individual to receive unemployment for unemployment related to domestic violence or "compelling family circumstances" including having to move to another state because of a spouse or job loss due to a family members' illness or to care for someone with a disability.
Ohio H.B. 85	Introduced 2/2/11	Prohibits requiring an individual to obtain or maintain health insurance (a response to Health Care Reform).

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