



What Will Happen When the Smoke Clears?

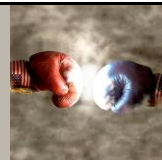
HR Strategies for 2017 and Beyond

Thursday, November 10, 2016



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Foley Introductions



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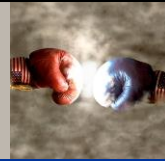
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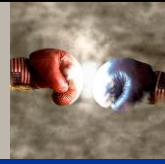
Agenda



- State and Local Matters: Conservatives' Perspective
- Federal Wage and Hour
- Occupational Safety and Health Administration (OSHA)
- Equal Employment Opportunity Commission (EEOC)
- National Labor Relations Board (NLRB)
- Office of Federal Contract Compliance Programs (OFCCP)
& Affirmative Action for Government Contractors
- State and Local Matters: Democrats' Perspective
- Organized Labor and Clean Up

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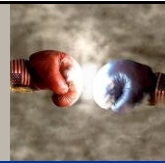
State and Local Matters: Conservatives' Perspective



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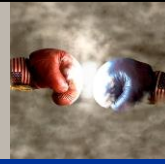
Federal Wage and Hour



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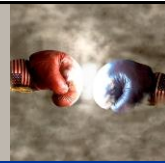
Federal Wage and Hour



- Salary Threshold for White Collar Exemptions
- Minimum Wage
- Agency Enforcement

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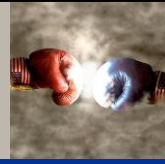
Occupational Safety and Health Administration (OSHA)



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Occupational Safety and Health Administration (OSHA)



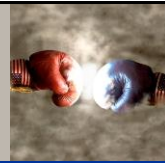
- **Injury and Illness Reporting**
 - Electronic reporting / anti-retaliation focus
 - Effective Jan. 1, 2017 / Submission by July 1, 2017

- **Enhanced Penalty Assessment**
 - Effective Aug. 1, 2016, OSHA increased penalties for violations
 - \$7,000 >>> \$12,471 (OTS and Serious)
 - \$70,000 >>> \$124,709 (Repeat and Willful)
 - Increased focus on higher penalties

- **Whistleblower Rules / Procedures**
 - Charged with investigating ACA violations

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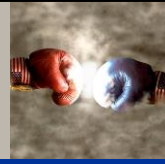
Equal Employment Opportunity Commission (EEOC)



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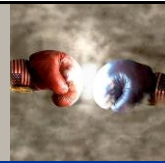
Equal Employment Opportunity Commission (EEOC)



- EEOC Strategic Enforcement Plan:
www.eeoc.gov/eeoc/plan/sep-2017.cfm

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National Labor Relations Board (NLRB)



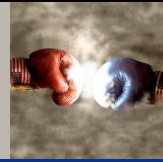
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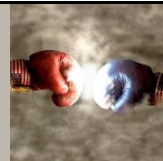
OFCCP & Affirmative Action for Government Contractors



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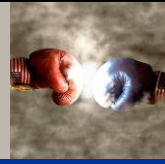
OFCCP & Affirmative Action for Government Contractors



- Compliance Reviews
- Recent Executive Orders & Rules
- Other Issues

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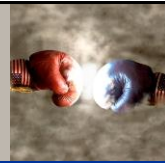
State and Local Matters: Democrats' Perspective



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Organized Labor and Clean Up



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Thank You



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