

LEGAL UPDATE
HUMAN RESOURCES ASSOCIATION OF THE MIDLANDS
GOVERNMENTAL AFFAIRS COMMITTEE

January 2017

1. Supreme Court to Review Validity of Class Action Waivers in Employment Arbitration Agreements

The U.S. Supreme Court has agreed to decide whether class action waivers in employment arbitration agreements violate the National Labor Relations Act (“NLRA”). The Supreme Court’s action promises the much-anticipated resolution of the circuit split on the issue.

<http://www.jacksonlewis.com/publication/supreme-court-review-validity-class-action-waivers-employment-arbitration-agreements>

2. Federal Court Enjoins Health and Human Services Department from Enforcing ACA Protections for Transgender Individuals

The Obama Administration was dealt a blow in its efforts to expand legal protections for transgender individuals relating to the receipt of health care services and health insurance under the Patient Protection and Affordable Care Act (“ACA”).

<http://www.jacksonlewis.com/publication/federal-court-enjoins-health-and-human-services-department-enforcing-aca-protections-transgender-individuals>

3. Employers Prepare for Patchwork of Minimum Wage Rates for 2017

With the federal minimum wage stalled at \$7.25 an hour since 2009, states, counties, and local governments have increasingly stepped in and passed legislation raising the minimum wage above the federal level.

<http://www.jacksonlewis.com/publication/employers-prepare-patchwork-minimum-wage-rates-2017>

LABOR AND EMPLOYMENT LEGISLATION:

State Legislation:

See attached SHRM State Council Update