

Legislative Report - January 14, 2015

SHRM Files Lawsuit against NLRB's Election Rule

SHRM has filed a lawsuit to challenge the NLRB's 'Ambush' Election Rule changes that are set to become effective April 14th, 2015. SHRM is requesting that the rule be deemed unlawful as it violates the NLRA and the Administrative Procedure Act.

Should the lawsuit fail and the rule changes go into effect it would allow for more speedy union election process. With these rules elections could be conducted as quickly as 14 days.

More information is available at:

http://www.shrm.org/advocacy/governmentaffairsnews/hrissuesupdatee-newsletter/pages/010915_1.aspx?spMailingID=21950977&spUserID=ODM1OTI4MDMzMDCS1&spJobID=481063924&spReportId=NDgxMDYzOTI0S0

House Passes 40 – Hour Workweek for PPACA Eligibility

On January 8th, The House of Representatives has passed a bill that would define a full-time worker as one who works 40 hours. Currently a full-time worker is classified under PPACA as an individual who works a minimum of 30 hours in a workweek.

While the bill has passed the House of Representatives is will likely have difficulty passing the Senate. Should it make it through however President Obama has already stated that he would veto any bill of its nature.