

Legislative Report – March 11th, 2015

National

DOL Updates FMLA Spouse Definition

The Department of Labor has modified their FMLA definition of spouse to include lawful same-sex marriages.

Additional Information: http://www.shrm.org/legalissues/federalresources/pages/fmla-spouse-final-rule.aspx?utm_source=HR%20Week%20March%203%202015%20%281%29&utm_medium=email&utm_content=March%2002,%202015&spMailingID=22223439&spUserID=OTUwODkyMzYyNTES1&spJobID=520231524&spReportId=NTIwMjMxNTI0S0

State of West Virginia

Senate Bill No. 12

Status: *H To House Finance 02/19/15*

Payment of Wages Due to Separated Employees

This bill is intended to allow employers to pay separated employee on the next regularly scheduled pay cycle.

Senate Bill No. 347

Status: *H On 2nd reading, Special Calendar 03/11/15*

Creating Firearms Act of 2015

This act would eliminate the need for a WV resident to secure a license to carry a concealed pistol.

Bill Updates

Senate Bill No. 344

Status: *Completed Legislation awaiting Governor's signature*

Limitations on Back and Front Pay and Punitive Damages in Employment Claims

This bill looks to set reasonable damage amounts to be awarded in statutory and common law employment cases. West Virginia has been inconsistent with federal law and the law of surrounding states creating a competitive disadvantage for WV employers.

Senate Bill No. 391

Status: *S To Judiciary 02/18/15*

Unemployment Benefits

The purpose of this bill is to prevent individuals from being denied unemployment benefits when their separation is due to domestic violence, sexual offenses, or stalking by family or household members. These individuals must still seek and/or accept new suitable work to be eligible for unemployment benefits.

This bill also provides that employers are not chargeable for benefits paid when the separation from work is for the reasons stated above.

House Bill No. 2243

Status: <i>H To House Industry and Labor 01/23/15</i>	
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Holiday Pay

This bill will require all employers to pay employees one and one half times their normal rate of pay when required to work on a state recognized holiday.

Additional information regarding the WV legislature can be found at:

http://www.legis.state.wv.us/Bill_Status/bill_status.cfm