

**Hunton Employment
& Labor Perspectives Blog**

Hunton & Williams LLP
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HUNTON EMPLOYMENT & LABOR PERSPECTIVES™

HELP / ANALYSIS & DEVELOPMENT IN EMPLOYMENT & LABOR ISSUES

This Client Alert is a monthly update on labor and employment developments as posted on [Hunton & Williams' Employment & Labor Perspectives Blog](#). If you would like to receive email alerts when new posts are published, please visit our blog and enter your email address in the subscribe field.

Recent posts on the **Hunton Employment & Labor Perspectives Blog** include:

- [ACA UPDATE: New Proposed Rules And Template For Group Health Plan SBCs](#)
- [Anti-Discrimination Provisions in State Medical Marijuana Laws Raise Additional Considerations for Workplace Drug Testing](#)
- [Court Vacates Department of Labor Wage Regulation Extending FLSA Protections to Home Care Workers](#)
- [Illinois Enacts Auto-Enrollment Savings Program for Private Sector Employees](#)

ACA UPDATE: New Proposed Rules And Template For Group Health Plan SBCs

January 29, 2015

In December 2014, the government issued new [proposed rules](#) regarding the requirements for providing a summary of benefits and coverage (SBC). Simultaneous with the proposed rules, the government also published an updated SBC [template](#) and [uniform glossary](#).

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Anti-Discrimination Provisions in State Medical Marijuana Laws Raise Additional Considerations for Workplace Drug Testing

January 22, 2015

Twenty-three states and the District of Columbia have enacted laws which decriminalize the use of marijuana for medical purposes. Under those statutory schemes, individuals with qualified medical conditions may become registered cardholders and obtain cannabis for medical purposes, often from state-regulated dispensaries. These

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developments present an array of new challenges for employers to navigate.

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Court Vacates Department of Labor Wage Regulation Extending FLSA Protections to Home Care Workers

January 20, 2015

On December 22, 2014, the U.S. District Court for the District of Columbia vacated a new U.S. Department of Labor (DOL) regulation, scheduled to take effect on January 1, 2015, which eliminated an exemption from the Fair Labor Standards Act (FLSA) for employees who provide home companionship and live-in domestic services. *Home Care Ass'n of Am. v. Weil*, No. 14-cv-967 (D.D.C. Dec. 22, 2014). The DOL's new regulation was controversial not only because it reversed years of precedent under the FLSA, but because many questioned whether the DOL had exceeded its authority in promulgating this regulation.

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Illinois Enacts Auto-Enrollment Savings Program for Private Sector Employees

January 15, 2015

On January 4, 2015, Illinois Governor Pat Quinn signed into law the Illinois Secure Choice Savings Program Act, which will require private sector employers to make automatic payroll deductions, and place the deductions into a state-run savings plan for the benefit of employees.

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