

HR Brief

Human Resources tips brought to you by
Charles L. Crane Agency

May 2017

EEOC to Maintain its Bipartisan Enforcement Plan

The Equal Employment Opportunity Commission (EEOC) plans to maintain its bipartisan strategic enforcement plan, despite recent White House changes.

According to EEOC Commissioner Chai Feldblum, who recently spoke at the Society for Human Resource Management's legal conference, the EEOC plans to focus specifically on six priorities in the coming years. It also plans to focus its resources on topics and provide employers with further guidance on what the agency is looking into.

Equal Pay Protections

The EEOC plans to hone in on its commitment to end pay discrimination. To do this, the agency is going to collect pay data from employers with 100 or

more employees, with a deadline of March 31, 2018. The summary pay data will be added to the annual Employer Information Report (EEO-1).

Further Law Developments

The EEOC plans to focus on developing areas of the law, including the following:

- Pregnancy accommodations
- LGBT discrimination
- Americans with Disabilities Act (ADA) issues
- Employment relationships
- Backlash discrimination

Employer Awareness

The EEOC plans to help employers become more aware of issues like removing recruitment and hiring barriers and preventing systematic harassment in the workplace. Moreover, Feldblum says the EEOC can be expected to take a comprehensive approach to combat workplace harassment, which includes the use of the following four checklists, designed specifically for HR departments:

- Leadership and accountability
- Anti-harassment policies
- Harassment reporting procedures
- Compliance training

For more information on the EEOC's plans or current laws, visit its [website](#).

DID YOU KNOW?

According to the latest Job Openings and Labor Turnover Survey report released by the Bureau of Labor Statistics, the number of Americans quitting their jobs rose to 3.22 million, the highest number reported since February 2001.

Though this is an alarming trend for employers, experts state that the increased quits rate demonstrates a confidence in the U.S. economy, as people are unlikely to quit a job unless they are confident in their ability to get a new one, and that the discouraging labor market trend of the last decade may be starting to turn around.

Trump's Secretary of Labor Nominee Questioned on Overtime Rule

During his confirmation hearing before the Senate Health, Education, Labor and Pensions Committee, President Donald Trump's labor secretary nominee, Alexander Acosta, expressed support for increasing the overtime salary threshold above the current 2004 level.

Acosta, who has experience serving on the National Labor Relations Board, as head of the Justice Department's Civil Rights Division and as assistant attorney general, said that although it is unfortunate that the threshold has remained the same for over a decade, adopting the originally proposed increase "does create a stress on the system."

His statements reignite the conversation regarding the delayed overtime rule, which is still blocked in court.



Insurance Agents and Brokers