



## EMPLOYMENT AND LABOR UPDATE

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Our Employment and Labor Practice has decades of experience in litigating virtually all types of employment and traditional labor claims before federal and state courts and agencies, ranging from single-plaintiff cases to complex class actions. We also provide comprehensive counseling to our clients on a wide variety of employment and labor issues.

### DOL Publishes its Statement of Regulatory and Deregulatory Priorities

On December 7, 2009 the Department of Labor published its Statement of Regulatory and Deregulatory Priorities, based on its stated mission to “protect workers by improving working conditions, advancing opportunities for employment, protecting retirement and health care benefits, helping employers find workers, and strengthening collective bargaining.” The stated agenda lists various regulations the Department expects will be under review or development over the next year. It is expected that during the next twelve months, the Department will issue proposed regulations which will significantly change the current regulations in these areas and greatly impact employers. The following are among the regulations under consideration:

- Equal Employment Opportunity in Apprenticeship and Training, Amendment of Regulations
- Lifetime Income Options for Participants and Beneficiaries in Retirement Plans
- Definition of “Fiduciary” -- Investment Advice
- Genetic Information Nondiscrimination
- Mental Health Parity and Addiction Equity Act
- The Family and Medical Leave Act of 1993, as Amended
- Records To Be Kept by Employers Under the Fair Labor Standards Act
- Interpretation of the “Advice” Exemption of Section 203(c) of the Labor-Management Reporting and Disclosure Act
- Child Labor Regulations, Orders, and Statements of Interpretation
- Various OSHA Regulations

The Statement of Regulatory and Deregulatory Priorities, which provides explanations of the regulations under review and the need for revision can be found online at: <http://www.dol.gov/asp/regs/agenda.htm>. The Department of Labor hosted a series of Question and Answer sessions on December 7, 8 and 9 with the heads of the Department of Labor, the Occupational Safety and Health

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Administration, the Office of Labor-Management Standards, the Wage and Hour Division, the Employment and Training Administration, the Mine Safety and Health Administration, the Office of Federal Contract Compliance Programs and the Employee Benefits Security Administration to discuss the regulations under review. Replays of these Question and Answer sessions are available online at <http://www.dol.gov/regulations>.

**If you have any questions please contact your regular Sidley Austin contact or any member of the Employment and Labor Group.**

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