

Beyond Obamacare: How A Second Term For The President Will Likely Impact Employers & HR Policy

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On January 22, 2013 from 10:00 a.m. - 11:00 a.m. PST, CDF Partner [Todd Wulffson](#) will host a complimentary webinar discussing the anticipated impact of the President's second term on employers. With the 2012 election behind us, businesses need to plan for anticipated changes in government regulations and administrative enforcement. The last four years under the Obama Administration have brought significant changes in federal enforcement involving employers. The President has established an aggressive, pro-employee approach in both his Executive Orders and his administration's agencies. With the current divided Congress, employers should expect a similar approach in the future – namely, increased regulations from administrative agencies to avoid the likely gridlock that would occur over trying to pass new laws. Based on the tide of new regulations flowing out of Washington, the last four years may have just been the warm-up act. There are significant, and potentially costly, trends emerging at the federal agency level. In addition, the Democrats now have a supermajority in both California legislative houses along with a Democratic Governor. To get a brief, but very helpful, look into what our experts expect to see in the coming year from Washington and Sacramento, this is a webinar you will want to attend.

In this webinar, we will review:

- New enforcement actions and trends by the Department of Labor with more actions and higher penalties. This will likely include more focus on employee misclassification and overtime issues.
- A significantly more active OSHA (and Cal-OSHA), including stricter injury and illness reporting duties, and focus on areas such as electronic communications and smartphones used at work and while driving.
- EEOC claims are already at an all-time high (as are DFEH claims in CA). The EEOC is expanding its outreach efforts to help generate employee job-bias claims. The agency is also focusing on “systematic” bias, and particularly on emerging issues, such as using Title VII to protect members of the LGBT community in the workplace.
- The NLRB will continue its foray into the non-unionized employer world and will continue to try to make it easier for unions to organize. We will discuss how we expect pro-employee/pro-union



rulings and memos to continue to be issued by this agency during Obama's second term.

- Buoyed by a significant majority in both houses, we expect to see an aggressive push of pro-employee legislation from our friends in Sacramento this term, including, but not limited to, bills addressing minimum wage, providing expanded leave rights, and making it easier for employees to prove retaliation.

We hope you will join us for this engaging and informative webinar!

MCLE & HRCI Credit is available (approvals are currently pending).

For more information and to register, click [here](#).