



Newsletters

Labor & Employment Chronicle - Spring 2019

May 10, 2019

Welcome to the *Labor & Employment Chronicle*, our quarterly newsletter that reviews the top stories from Hinshaw's *Employment Law Observer* blog.

California Employment Laws

The year 2018 saw another slew of new California employment laws—mostly inspired by the #MeToo movement—and Employment Law Observer made sure readers were prepared with a Holiday Season [#12Days](#) series of posts, which collectively summarized these law changes.

Biometric Privacy

The issue of biometric privacy is another issue that employers are grappling with, and in January we covered a hugely significant Illinois Supreme Court decision involving the Illinois Biometric Information Privacy Act. [As we explained in our post](#), the court clarified for the first time that employees do not need to prove they were actually injured or harmed in order to prosecute a claim under BIPA.

EEOC Guidance on Wellness Programs

Many employers have started to incorporate wellness programs into their group health plan offerings. A critical component of a compliant wellness program is that it be offered on a "voluntary" basis to all employees; however, there remains considerable uncertainty about the point at which an incentive ceases to be voluntary in the eyes of an employee. [We reviewed a 2017 D.C. federal court decision](#) that invalidated an EEOC guidance—effective January 1, 2019—which had established 30% of the cost of coverage as a permissible incentive.

FLSA Overtime Wage Rules

In March, we documented the latest twist in the long-running saga of the DOL's proposed changes to FLSA overtime wage rules. [Under the latest proposal](#), the new salary threshold for overtime pay would be set at \$679 per week (\$35,308 per year).

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Service Areas

Biometric Information Privacy Act

Employee Benefits

Labor & Employment



State Minimum Wage Law in Illinois

Finally, we [provided notice to Illinois employers](#) about a new state minimum wage law, signed by Governor Pritzker, which is scheduled to impose double digit minimum wage increases on them through 2025.

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