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MINNESOTA – JULY 1, 2011 LAW TAKES EFFECT: UNEMPLOYMENT INSURANCE CHANGES

Effective July 1, 2011, the definition of “immediate family member” under Minnesota unemployment insurance law will include grandparents. Currently, there is an exception for disallowing unemployment insurance benefits when a person quits “in order to provide necessary care because of the illness, injury, or disability of an immediate family member.” This year the definition of “immediate family member” was changed to include “grandparents.” The exception only applies if the person informs the employer of the medical problem and requests accommodation which is not granted. The exception raises an issue about whether the person is available for employment that the Department must determine. Click [here](#) for more information on the current law.

▶▶▶ READ MORE

NLRB PROPOSES QUICKER ELECTIONS AND OTHER PROUNION MEASURES

On June 21, 2011, the NLRB issued proposed new rules that would overhaul the secret ballot election process in union organizing campaigns. If passed, these proposed rules would have some of the same effects as the stalled Employee Free Choice Act (EFCA). Notably, under the proposed NLRB rules, the amount of time between when a petition is filed and the election takes place could be reduced dramatically from approximately 40 days today to as few as 10 days.

▶▶▶ READ MORE

Article provided by Attorneys Thomas R. Revnew & Silas F. Mayberry, [www.seatonlaw.com](http://www.seatonlaw.com).

DEPARTMENT OF LABOR EXTENDS EFFECTIVE DATE OF EXPANDED FEE DISCLOSURES TO PLAN FIDUCIARIES AND PARTICIPANTS

In Leonard Street and Deinard’s August 10, 2010, [Compensation and Benefits Alert](#), we described the July 16, 2010, Interim Final Regulations under ERISA §408(b)(2) that would require service providers to ERISA retirement plans to disclose specific fee and services information to designated plan fiduciaries. The original regulation was supposed to be fully implemented and disclosures were to be provided by July 16, 2011. In June 2011, the Employee Benefits Security Administration (EBSA) proposed extending the effective date to January 1, 2012, to give service providers additional time to comply with the fiduciary disclosure requirements. On July 16, 2011, the EBSA issued final rules regarding fiduciary disclosures that extend the effective date for the initial disclosures in compliance with the Final Regulations to April 1, 2012. This should

give service providers additional time to develop the format of the compliance disclosure document.

 [READ MORE](#)

Article provided by Jeff Cairns, Leonard Street and Deinard, [jeff.cairns@leonard.com](mailto:jeff.cairns@leonard.com).

#### PROTECTING YOUNGER WORKERS FROM WORKPLACE HAZARDS

Each summer more than 3 million teenagers in the U.S. leave their studies to find work. Approximately 60-70 teenagers die from work-related injuries each year and more than 200,000 are injured at work, with more than 77,000 injured seriously enough to require emergency-room treatment.

 [READ MORE](#)

Article provided by Jan Fedora, Occupational Safety and Health Consultant, Minnesota Safety Council

#### 2011 ANNUAL HR CONFERENCE

Trusight's Annual Human Resources Conference on September 15 will help define a new work culture that will lead to organizational success. It will explore the new rules of innovation, the relevance of ethical leadership, and the benefits of creating experiences to engage both your employees and your customers.

Time: 8:00 a.m. - 4:00 p.m.

Place: Trusight's Plymouth office

Our keynote speaker Dennis Stauffer, Chief Insight Officer for Insight Fusion, LLC, will present "The Game Has Changed, the Audacious New Rules of Innovation."

Additional Speakers and Topics include:

- Dennis Stauffer, Chief Insight Officer, Insight Fusion, LLC – "The Game Has Changed, the Audacious New Rule of Innovation"
- Julie Melander Holmes, Sr. HR & Employment Law Consultant, Trusight – "Creating a Culture of Respect"
- Charles "Chad" A. Weinstein, President, Ethical Leaders in Action – "Ethical Leadership Promotes Excellence Through Engagement"
- Nadine Schissel, President & CEO, Experience Activation – "Creating an Experience-Driven Culture"
- Caringbridge and Capstone – Case Study Presentations

For more information or to register go to [www.trusightinc.com](http://www.trusightinc.com) and search "2011 Annual HR Conference."

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