



June 13, 2013

Guns-to-Work Bill Passed in Alabama



On May 21, 2013, Alabama Governor Robert Bentley signed legislation that will expand Alabama gun rights in a number of ways. Most significantly, SB286 allows employees to store firearms in their personal vehicles in employer-owned parking lots under certain circumstances. The Alabama House of Representatives voted 73-28 on May 20, 2013, in approval of a conference committee version of the bill. The new law becomes effective on August 1, 2013.

Click [here](#) to read the full article. For more information, please contact [John Coleman, III](#), [Carlton Hilson](#) and [Scott Williams](#).

Burr's Amy Jordan Selected as Leukemia & Lymphoma Society's "2013 Woman of the Year"



Burr & Forman is proud to announce that Birmingham partner [Amy Jordan](#) was named Leukemia & Lymphoma Society's "2013 Woman of the Year" at the Grand Finale Celebration on May 16. Together, the seven candidates who participated raised over \$153,000 in ten weeks. Amy's personal campaign raised \$31,000. Amy is pictured with her parents, Ralph and Eve Jordan.

Click [here](#) to read the full press release.

Anton Mertens Appointed Belgium's Advisor for Economic Diplomacy for State of Georgia



Burr & Forman is pleased to announce that Atlanta Partner [Anton Mertens](#) has been appointed as Belgium's Advisor for Economic Diplomacy for Georgia. The designation was made by Belgium's Deputy Prime Minister and Minister of Foreign Affairs, Didier Reynders. Mertens is the first in the United States to hold this position, while previous advisors have been appointed from other areas such as South America. The position was created to open the doors to foreign investment from Belgium in the Southeast. Mertens was born in Brussels, Belgium and serves as a member of the Executive Committee of the Belgian American Chamber of Commerce's Atlanta Chapter. Please click [here](#) to read the full announcement.

Anton Mertens Featured in *Law360*

[Anton Mertens](#) was profiled in *Law360* on May 24, 2013 as a part of the publication's Q&A series with leading attorneys from around the country. In the piece, Mertens discusses pressing immigration issues such as the H-1B occupation visa and the U.S.'s ability to retain our competitive advantage and attract foreign investment. Additionally, Mertens discusses his most challenging legal case to date, the importance of increasing employment-based immigration visas, and lessons he learned early in his career. *Law360* subscribers can view the full article [here](#).

IMMIGRATION RESOURCES

Keeping Your Business In Compliance

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TN Work Permits [Download PDF](#)

For more information, please contact our Immigration Team at immigration@burr.com.

FIRM NEWS

Burr Attorneys Earn 39 Spots as "Leaders in Their Field" by *Chambers USA*

Burr & Forman is pleased to announce that 39 of its attorneys have been ranked as leading practitioners in 14 different practice areas in the 2013 edition of *Chambers USA*, a highly regarded directory featuring client-led intelligence on America's leading lawyers for business. We are honored to continue to be a part of these client-led rankings.

Seven partners from the firm's [Labor & Employment Group](#) were among the Burr attorneys named to the 2013 guide: [John J. Coleman, III](#); [Marcel L. Debruge](#); [Ashley H. Hattaway](#); [J. Fredric Ingram](#); [Michael L. Lucas](#); [Anton F. Mertens](#); and [Bryance Metheny](#).

Click [here](#) for the full list of the Burr attorneys recognized by 2013 *Chambers USA*.

BURR & FORMAN BLOGS

InsideCounsel: Labor: The NLRB Will Not be Ignored



Birmingham partner [Bryance Metheny's](#) column on the National Labor Relations Board (NLRB) and its current agenda was published in *InsideCounsel's* "Counsel Commentary" column on

May 6, 2013. In the article, Bryce provides guidance to employers and senior-level in-house counsel related to social media usage in the workplace. "The solution," he says, "is to take these issues seriously and make the necessary preparations before the NLRB knocks on the door." Read the complete article [here](#).

Bryance Metheny Quoted in the Los Angeles Times

On May 26, 2013, [Bryance Metheny](#) was quoted in the *Los Angeles Times* article, "When a Boss Approves Vacation Time, Then Rescinds." In the article, a reader asks, "Can an employer cancel an employee's time off?" The short answer is no. Metheny advises that employers are not required to provide vacation to employees under federal law or almost any state law. However, in most states, if an employer promises vacation through the employee handbook or as a matter of practice and procedure, the employer is obligated to honor its commitment.

The full article is available online [here](#).

Marcel Debruge Profiled in Law360



On May 21, 2013, [Marcel Debruge](#) was profiled in *Law360* as a part of the publication's Q&A series with leading attorneys from around the country.

In the piece, Debruge discusses affirmative action cases pending before the Supreme Court that could provide guidance for private employers. In addition, Debruge discusses his most challenging legal case to date, the importance of updating wage and hour laws, and lessons he learned early in his career. *Law360* subscribers can view the full profile [here](#).

Logan Hinkle Featured in Human Resources Executive

[Logan Hinkle](#) was quoted in



[SUCCEEDING IN SUCCESSION](#)
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News Briefs

Supreme Court May Hear Case of Union Picketers on Private Property

Do the states have the power to protect the right of unions to picket on private property even when a business owner, the property owner, doesn't want them there? The U.S. Supreme Court is scheduled to decide whether it wants to settle the issue when the justices sit in conference behind closed doors.

(Source: United Press International, 2013-06-02)

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Republicans Prepare for Fight Over Immigration Legislation

After seven months of steadily building momentum, the push for a comprehensive overhaul of the immigration system enters its most crucial phase in the Senate, where Republicans remain divided over how much to cooperate with President Obama as they try to repair their party's standing among Hispanic voters. Republican leaders are betting that passage of an 867-page bipartisan overhaul will halt the embarrassing erosion of support among Latinos last year that helped return Mr. Obama to the Oval Office.

(Source: The New York Times, 2013-06-09)

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E-Verify System Could be Harming Some Legal Workers

E-Verify has been operating as a pilot project for more than a decade, giving policymakers a preview of how a national system might function, but figuring out how many workers have been wrongly rejected by the system is tricky. A study using 2009 data found that 0.3 percent of applicants suffered initial rejections that were subsequently corrected, allowing the employee to work, but another 2.3 percent of workers got rejections that were never reversed.

(Source: The Washington Post (free reg. req'd), 2013-06-03)

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Study Finds Immigration Bill Could Double Number of Guest Workers

The Senate immigration bill could nearly double the number of guest workers allowed into the U.S., according to a new analysis by the Center for Immigration Studies that says the jump is four times the increase of the last immigration bill in 2007. The CIS study says that when fully implemented, the Senate bill could mean 620,833 more temporary workers in the U.S. than right now.

(Source: The Washington Times, 2013-06-05)

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the article, "Surviving a 'Reformed' Open Enrollment," published on May 21, 2013, by *Human Resources Executive*.

The article discusses the effects of healthcare reform translating into extra work for HR departments in addition to this year's open-enrollment period, offering employers a valuable opportunity to help employees make informed decisions. Hinkle admits the most difficult aspect of this year's open enrollment may be that the law continues to evolve, even as deadlines approach. He suggests that both parties should keep in mind that the reasons companies offered health insurance in the past (to attract and retain good employees) remain the same.

For the full article, please click [here](#).



Republicans Tell EEOC to Get Back to Routine Enforcement Matters

Republicans in the House of Representatives urged the Equal Employment Opportunity Commission to focus on routine cases and set aside more aggressive initiatives. Republicans said the EEOC is taking an increasingly aggressive approach in pursuing potentially precedent-setting litigation while there is a backlog of routine matters.

(Source: Thomson Reuters, 2013-05-23)

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Judge Rules Studio Should Have Paid 'Black Swan' Interns

In a ruling that is likely to be well read throughout Hollywood and maybe corporate America at large, a federal judge has handed a couple of the interns suing Fox Searchlight a victory on summary judgment and also certified a class action over the internship programs of Fox Entertainment Group.

(Source: The Hollywood Reporter, 2013-06-11)

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EEOC Updates ADA Guidance for Four Types of Disabilities

The Equal Employment Opportunity Commission has issued four revised documents on protections against disability discrimination, explaining how the Americans with Disabilities Act, as amended, applies to individuals with cancer, diabetes, epilepsy, and intellectual disabilities, EEOC announced.

(Source: BNA, 2013-05-21)

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EEOC Stepping Into Genetic Discrimination Enforcement

Although the Genetic Information Nondiscrimination Act (GINA) became law back in 2008, the EEOC -- which enforces the law -- has filed only two lawsuits since then charging employers with illegally asking employees/job applicants for their family medical histories. One of those lawsuits -- against Tulsa, Okla.-based Fabricut Inc. -- was recently settled.

(Source: Human Resource Executive Online, 2013-05-21)

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