



May 2017

**Bill to Allow Employees to Choose Between Overtime Wages and Paid Time Off Passes in House**



The House recently passed a bill that would amend the Fair Labor Standards Act to allow certain employees to choose to take paid time off rather than overtime pay when working more than 40 hours in a workweek. [Ron Flowers](#) and [Carlton Hilson](#) review how the bill will impact employers in this [alert](#).

**Alabama Workers' Compensation Act Held Unconstitutional**



On Monday, May 8, 2017, Jefferson County Circuit Court Judge Pat Ballard unexpectedly ruled that the Alabama Workers' Compensation Act is unconstitutional. Specifically, Judge

Ballard found the \$220 per week cap on workers' compensation benefits unconstitutional because the cap was below the poverty level and equal to just over twenty-five percent of the state's average weekly wage.

Read the full [alert](#). For more information, contact [Meghan Cox](#).

**WannaCry Ransomware - What You Need to Know**

**Making Headlines**

- [House of Representatives Approves Bill Impacting Overtime Pay](#) (Source: CNNMoney.com, 2017-05-04)
- [Big Businesses Seek Protection from State, Local Paid Leave Laws](#) (Source: Bloomberg, 2017-04-25)
- [Trump Administration Will 'Re-Examine' Contraception Mandate](#) (Source: The Hill, 2017-05-04)
- [NLRB Says University Resident Advisers Have Right to Unionize](#) (Source: Inside Higher Ed, 2017-04-24)
- [Employers Working to Curb Visual Noise Distracting Workers](#) (Source: The Wall Street Journal, 2017-05-09)

**The First 100 Days on Planet Immigration**



The first months of President Trump's administration have been a whirlwind of activity, and certainly immigration has been the subject of several executive orders and much controversy. The natural question that arises from all this activity is, "what has actually changed?" On the immigration front, the simplest answer is: not as much as all the activity and media coverage might lead one to believe. This [synopsis](#) will address things that have changed, things that might change, and things that haven't actually changed at all. If you would like more information, please contact [Anna Scully](#).

**Burr Welcomes Corporate and Securities Partner Back to Firm**



[Jennifer Moseley](#) joins Burr's Atlanta office as a partner. She previously practiced in the firm's Birmingham office from 2003 to 2013. Based in the [Corporate](#) Practice, she counsels public and private companies in a number of compliance and transactional matters. Jennifer is also experienced in EB-5 regional center formation, structuring and securities offering matters, as well as working with companies who seek investment in connection with the EB-5 visa regional center program under U.S. Citizenship and Immigration Services rules and regulations.

**Burr Attorneys Named to *Birmingham Magazine's* "Top Attorneys" List**



Four Burr attorneys were featured in the April issue of *Birmingham Magazine* named to the publication's 2017 "Top Attorneys" list. [Kelli Fleming](#) was listed for her work in health care, while [April Mason](#) was listed in two categories for her work in the Corporate and Franchise areas. In addition, [Gail Mills](#) was listed in the area of Real Estate and Labor and Employment Associate [Meryl Cowan](#) was listed as a "Rising Star." Honorees were invited to a special reception on April 13th at the Harbert Center.

#### Burr Listed to BTI's "Law Firms Best at Cybersecurity" List

Burr & Forman was recently recognized in BTI Consulting Group's "Law Firms Best at Cybersecurity" list. The firm was listed on the "Honor Roll" and was one of 86 law firms recognized for its efforts in cybersecurity. To form the list, BTI conducted in-depth interviews with corporate counsel from various organizations with \$1 billion or more in revenue. The legal decision makers interviewed come from a variety of more than 15 industry segments from banking, health care, and manufacturing to retail and transportation. Read about Burr & Forman's Cybersecurity Team [here](#).

Starting on Friday, May 12th, computers in countries around the world have fallen victim to the latest ransomware attack. As of Monday morning, it is estimated that more than 150 countries have infected systems, totaling over 200,000 computers. The ransomware is known as WannaCry (or WannaCrypt), and as you might expect, it encrypts your computer and holds your files hostage, requiring you to pay a ransom to get your files back.

Read the full article [here](#). For more information, contact [India Vincent](#), [Josh Ehrenfeld](#), [Ed Snow](#) and [Ryan Corbett](#).

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