

TALENT MANAGEMENT TIMELINE—TRANSITION AND CHANGE

The following governmental actions – legislative, administrative and judicial – have taken place within the recent past or are going to be effective in the near future. Each one presents further challenges for Human Resources professionals.

- **5/21/2008** Genetic Information Nondiscrimination Act signed by President Bush
- **9/23/2008** EEOC issues guidance on ADA performance and conduct standards
- **9/25/2008** ADA Amendments Act signed by President Bush
- **12/12/2008** OSHA final personal protective equipment standard effective
- **12/23/2008** Worker, Retiree and Employer Recovery Act signed by President Bush
- **12/31/2008** End of 409A transition period
- **1/1/2009** ADAAA effective
- **1/16/2009** Amended FMLA regulations effective
- **1/20/2009** Inauguration of President Obama
- **1/26/2009** Supreme Court decision in Crawford v. Nashville-Davidson County Sch. Dist.
- **1/29/2009** Ledbetter Fair Pay Act signed by President Obama
- **1/30/2009** ICE e-verify rules postponed to 4/3/2009
- **1/30/2009** President Obama signs three Executive Orders regarding government contracts
- **2/6/2009** President Obama signs fourth government contractor Executive Order
- **2/17/2009** American Reinvestment and Recovery Act signed
- **3/1/2009** COBRA portions of ARRA effective despite no regulatory guidance
- **3/2/2009** Proposed GINA regulations published
- **3/10/2009** Employee Free Choice Act introduced in House of Representatives
- **3/11/2009** Omnibus Budget Reconciliation Act signed by President Obama
- **5/21/2009** GINA Title I (group health plans) regulations effective
- **11/21/2009** GINA Title II (employer use of genetic information) regulations effective

Yet to come:

- Employee Free Choice Act
- Paycheck Fairness Act
- RESPECT (Re-Empowerment of Skilled and Professional Employees and Construction Tradeworkers Act)
- Civil Rights Act of 2009
- Employee Nondiscrimination Act
- OSHA ergonomics regulation

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