

## **Good News about Issue 2/Minimum Wage Implementation!**

In case you have not heard, on December 19<sup>th</sup>, 2006, House Bill 690 was passed out of committee and approved by the Ohio Senate. This bill will be signed by Governor Taft and will become effective 90 days from the date of his signature.

What does this mean? Well, at the forefront of everyone's mind are the record-keeping and privacy issues that surround Issue 2 and its implementation. House Bill 690 was enacted to help the business community implement the changes without causing undue hardship to their operations. To view the full text of the bill, you can access the link at [www.akronshrm.org](http://www.akronshrm.org). Here are some of the highlights:

- Employers must provide each new employee with contact information of the employer and update employees when that information changes.
- Employers must keep records of each employee's name, address, occupation, pay rate, hours worked for each day worked, pay rate and amount paid to each employee for three years following the last day worked. (For exempt employees—as defined under the FLSA, employers do not need to keep records of hours worked per day with start-times and end-times, but you may keep records in whatever increments of you use for your payroll purposes during a day worked by the employee—day means a 24 hour period.)
- For exempt employees, only records of base salary must be kept. This does not include bonuses, stock options, incentives, deferred compensation or any other similar form of compensation.
- Employers are not required to keep any of the above records for any period before January 1, 2007
- Before an employer releases any information (name, address, pay rate, days/hours worked, occupation, etc.) to an employee or person acting on behalf of an employee, that person must be specifically authorized by the employee to receive that information and Employers may require a written request with a signed authorization to release the info.
- This information must be provided within 60 business days unless the employer can prove that it causes an undue hardship.
- If employers provide any of the above information, they are immune from any civil liability for any injury, death, loss to person or property that otherwise might be incurred or imposed as a result of providing that information.

If you would like more information or if you have questions, please feel free to contact Terri Bednar at 330-724-6995 X114 or [tbednar@goodwillakron.org](mailto:tbednar@goodwillakron.org)

*Terri Bednar*  
*AASHRM Governmental Affairs Committee*

**Join Us!**

The Governmental Affairs Committee will have its first official meeting of 2007 on Wednesday January 17<sup>th</sup> at 5:30pm at Starbucks on Arlington Rd. in Akron to do a quick legal update and discuss the 2007 outlook. Please rsvp to me by Monday January 15<sup>th</sup> if you will attend! 330-724-6995 X114 or [tbednar@goodwillakron.org](mailto:tbednar@goodwillakron.org). I look forward to seeing you there!

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