

CHESTER WILLCOX & SAXBE LLP

Attorneys and Counselors at Law

2009 Employment Law Alert

As we enter the New Year, we'd like to remind you of a few employment law issues and developments.

JANUARY 1, 2009

- The new amendments to the **Americans with Disabilities Act** took effect on January 1, 2009. Keep in mind that the new law broadens the definition of what is considered a disability under the Act. Impairments not considered to be a disability just days ago are now covered under the new ADA.
- Also on January 1, 2009, the **Ohio Minimum Wage** increased to \$7.30 an hour, with the minimum wage for tipped employees increasing to \$3.65 an hour. New Posters are required.

JANUARY 15, 2009

- Federal contractors and subcontractors are required to begin using the U.S. Citizenship and Immigration Services E-Verify system on January 15, 2009.

JANUARY 16, 2009

- If you are an employer covered by the Family and Medical Leave Act (FMLA), the January 16, 2009 effective date for the new Federal Regulations is fast approaching. It is necessary to revise your current written FMLA policy and update FMLA procedures and forms, including notices and medical certification forms, and you may also need or want to revise your paid leave policies. New posters are also required.

FEBRUARY 2, 2009

- The revised I-9 Employment Eligibility Verification form must be used by all employers beginning February 2, 2009 when hiring a new employee or when reverifying an existing employee. The revised I-9 form and the Handbook for Employers, Instructions for Completing the Form I-9 (M-274), which is being revised, will be available at the USCIS website www.uscis.gov

For assistance and advice regarding the above topics or other employment law issues, please contact Elizabeth M. Stanton at (614) 334-6189 or estanton@cwslaw.com or Jennifer A. Otis at (614) 334-6148 or jotis@cwslaw.com

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