



The Starting Place

Washington State Law Library's Quarterly E-newsletter

Serving the legal information needs of the citizens of Washington State

Summer 2016

The Labor Lowdown

It has been a busy year for federal labor regulators. Several agencies have issued updated regulations, administrative interpretations and guidance related to various labor issues.

The finalization of the much anticipated overhaul of overtime rules under the [Fair Labor Standards Act](#) was announced by President Obama and Labor Secretary Perez on May 18, 2016. The [final rule](#) takes effect December 1, 2016 and extends eligibility for [overtime pay](#) to roughly four million American workers.

Also related to employee overtime, the [Department of Labor](#) in January, issued interpretive guidance regarding [joint employment](#) under the [Fair Labor Standards Act](#) and [Migrant and Seasonal Agricultural Worker Protection Act](#). [Administrator's Interpretation No. 2016-1](#) provides guidance on assessing employment relationships for purposes of ensuring FLSA and MSPA compliance by employers in joint employment situations.

Employee wellness and safety regulations have seen changes in 2016 as well. The [Equal Employment Opportunity Commission](#) updated [rules](#) regulating employer wellness program participation incentives and the use of health information collected by such programs. The agency also issued accompanying question and answer fact sheets for employers and small businesses.

Finally, workplace injury reporting will be subject to a new [Occupational Safety & Health Administration](#) rule and phased in over the next two years. This [new rule](#) requires certain employers to report injuries and illnesses to OSHA by electronic means, but does not make changes to the type of information employers must collect. Goals of the updated rule are to improve worker safety and to provide better data to employers on industry trends.

You can read news articles about these regulatory updates and other labor law developments in the [National Law Review](#).

Selected Labor Law Resources

In Our Print Collection

[Employment Law](#), 5th ed. (Thomson Reuters)
[Occupational Safety and Health Law](#), 2016 ed. (Thomson Reuters)
[Employment Discrimination Law](#), 5th ed. (Bloomberg BNA)

Public Computer Databases

CCH IntelliConnect Labor and Employment Library—Treatises, reports and guidance

Online

[elaws](#)—Interactive tools to help employees and employers discover federal employment laws
[Workplace Violence](#)—US Department of Labor
[The Employer's Guide to The Family and Medical Leave Act](#)—A brand new guide to accompany the 2012 Dept. of Labor [Employee Guide](#)
[Washington State Workers' Rights Manual](#)—WA State Labor Education & Research Center

Kay Newman Retires

Washington State Law Librarian, Kay Newman, retired July 1st after 14 years of service. Kay came to the WSL in 2002 from Spokane County Law Library where she had held the director position since 1996. During Kay's tenure as Washington State Law Librarian, the library transformed in many ways. Sweeping changes in technology and lean budget cycles required a trimmed down print collection and a new emphasis on digital resources. Most of the databases that patrons use today were acquired during her years as director. The library's Ask A Librarian chat service was added under her leadership as well.

The Temple hosted a retirement send off for Kay on June 28th to thank her for her contributions and service.



Law on the Internet

In our [Winter 2015 Law on the Internet](#) article, we told you about some free and low-cost websites for case research. Another site to check out is [Ravel Law](#). In partnership with Harvard's [Free the Law](#) digitization project, Ravel Law is taking a new approach to bringing case law to the masses. Ravel Law's free Open Plan provides "[Search Visualization](#)," which "generates a case map of relevant case law to help attorneys understand the legal landscape."

Other features offered in upgraded plans are Ravel's "[Case Analytics](#)" feature and "[Judge Analytics](#)" which received the American Association of Law Libraries' [2016 New Product Award](#). Comprehensive case coverage is projected to be complete in 2017. Washington case coverage includes 1950 to current.

For more information, watch Ravel Law informational and tutorial videos at [Vimeo](#).

What's New at the Library

Court Interpreter Materials: We recently added [Russian](#), [Portuguese](#) and [Cantonese](#) to our *Interpreter's Edge* set. Other languages available are Spanish, Korean, Mandarin and Vietnamese.

Boldt Decision Guide: We have added a [guide](#) to all things "Boldt" under the *Native Fishing Rights* tab of our [Native American Law Guide](#). The guide includes a quick reference list to post-trial orders in the Federal Supplement.

Display: Stop by the Main Reading Room to view our new display on the US Supreme Court nomination and confirmation process. The display includes books from our collection, infographics, photographs and other informational materials.

Donations Policy: Our library accepts donations of materials that fit within our collection development plan. Please review our new [policy](#) if you are considering a donation.

Do-it-Yourself Family Law Packets

In our [Spring newsletter](#) we told you about the updated



Family Law Plain Language Forms available at the Washington Courts [website](#). Mandatory use of the plain language forms began July 1, 2016.

The [Northwest Justice Project](#) has updated their [Do-it-Yourself Family Law Packets](#) to include the plain language forms. They are designed to help citizens fill out, file and serve needed documents in family law actions. These packets, and other great self-help legal resources, are available at [WashingtonLawHelp](#).

Washington State Law Library

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Comments Welcome!