

MODERN MANAGEMENT

LEMLE & KELLEHER WELCOMES NEW ATTORNEYS

Lemle & Kelleher, L.L.P is pleased to announce that the following attorneys have joined the firm:



Scott J. Sonnier serves as Special Counsel in the firm's Business Section. He practices in the areas of business; federal, state and local taxation; trust and estate planning; and successions. He is a Certified Public Accountant (Louisiana, 1992), a Board Certified Tax Law Specialist (LSBA, 2004) and a Board Certified Estate Planning and Administration Specialist (LSBA, 2005).

Mr. Sonnier received a Bachelor of Science degree in accounting from Spring Hill College in 1986, a Master of Business Administration degree from Loyola University New Orleans in 1987, a Juris Doctorate from Loyola University New Orleans School of Law in 1993, and an LL.M. in Taxation from Boston University School of Law in 1994.

Prior to attending law school, Mr. Sonnier served as a staff accountant in the tax department of Arthur Anderson, L.L.P.



Jennifer Stolier serves as Special Counsel in the Admiralty Section. Her practice focuses on admiralty, transportation, insurance defense, personal injury and toxic tort litigation.

She received her Juris Doctorate degree from Tulane University Law School in 2002 and her Bachelor of Arts degree from the University of Kansas in 1992. Ms. Stolier is a member of the Louisiana State Bar Association and is admitted to practice before the United States Fifth Circuit Court of Appeal and the United States District Court for the Eastern, Middle, and Western Districts of Louisiana.



Joseph Hugg is an associate practicing in the area of Labor and Employment Law.

He received his Juris Doctor degree from Tulane University Law School in 2007 and his Bachelor of Arts degree, *summa cum laude*, from the University of the South in 2004.

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SUPPORTING MILITARY FAMILIES ACT OF 2009 SIGNED

On October 28th, President Obama signed into law an amendment to the Family and Medical Leave Act ("FMLA").

The Supporting Military Families Act of 2009 expands qualifying exigency leave, as well as expands the eligibility for an employee to take military caregiver leave. Changes to the military leave provisions of FMLA include:

- Military caregiver leave ("leave") now covers family members injured on active duty in the military for up to five years after their military service ends.
- Leave covers a preexisting serious injury or illness aggravated by active duty.
- Qualifying exigency leave is available in the event of deployment to a foreign country for a regular armed forces member, as well as those in the National Guard or military reserves who are called to active duty in a foreign country.

This legislation went into immediate effect on October 28, 2009. Covered employers should notify employees, as well as revise policies and procedures to ensure compliance.

MORE TIME AND MONEY FOR E-VERIFY; FUNDS FOR ICE

On October 28th, President Obama signed into law H.R. 2892 making appropriations for the Department of Homeland security for 2010. As part of H.R. 2982, a three year extension to the federal government's employment verification system ("E-Verify") was approved. Additionally, it provides \$137 million to operate the system and further improve its accuracy and compliance rates.

As reported in previous issues of Modern Management, E-Verify is the U.S. Citizenship and Immigration Services' system that organizations with federal contracts would be required to use to determine if their new hires and existing employees were authorized to work in the U.S.

H.R. 2892 also provides \$5.4 billion to fund Immigration and Customs Enforcement ("ICE"), increasing the amount of support in 2009 by \$455.9.

"MICHELLE'S LAW" HELPS ILL COLLEGE STUDENTS STAY INSURED

A new federal law known as "Michelle's Law" recently went into effect. The law allows for a college student to "take up to a year off from school for medical reasons and remain on his/her family's health insurance plan." The law was named for Michelle Morse, a 22 year-old college student who died of colon cancer in 2005, just six months after graduation. She maintained a full course load while undergoing chemotherapy "because she otherwise would have been dropped from her parents' health insurance plan."

SAY GOODBYE TO THE "NO MATCH" RULE

The Department of Homeland Security ("DHS") has officially rescinded the Social Security "no match" rule. The rule, which was never implemented, was an attempt to reduce the number of illegal workers in the U.S. The rule required employers to resolve inconsistencies between employee records and information from the Social Security Administration ("SSA").

NEW EEOC WORKPLACE POSTER SUPPLEMENT

The Equal Employment Opportunity Commission ("EEOC") has issued a revised workplace notice that includes information regarding the Genetic Information Nondiscrimination Act's ("GINA") ban on employment discrimination based on an individual's genetic information (effective November 21, 2009) and changes made by the Americans with Disabilities Act by the ADA Amendments Act (went into effect on January 1, 2009). The "EEO is the Law" poster supplement is available at www.eeoc.com.

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ABOUT LEMLE & KELLEHER, L.L.P.

With offices in Louisiana and Texas, Lemle & Kelleher offers responsive, innovative, and experienced legal representation covering a broad range of practice areas. For more information please visit www.lemle.com.

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