



**MML 2018**  
SUMMER CONFERENCE

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## **Hot Button Legal Issues**

### **Lightning Round**

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# Hot Button Legal Issues

## Lightning Round

### Legislative update

- SB 396—Open Meetings Act
  - Clarifying that the training requirement applies only to entities holding a closed session after October 1, 2017
- HB 695—Open Meetings Act
  - Adding to the reasons for a closed session the discussion of cybersecurity issues that impact the government's network security and related issues
- SB 477—Public Information Act—new required denial of address (including email) of individuals when used solely for sending news releases or newsletters to the individual

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### Legislative update (cont'd.)

- SB 474—Ethics
  - Local Ethics Commissions must meet at least one time each year and submit an annual report to the governing body describing the Commission's activities
- HB 615—Charter amendments—Requiring a public hearing on a proposed charter amendment before voting on it
- HB 1588—Zoning—Addressing the grounds for a zoning change when it involves an energy generating system

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### ADA vs FMLA

- The two are not mutually exclusive
- FMLA protects an employee's job while seeking medical treatment, recovery for the employee or a member of the employee's family
  - 12 weeks per year
  - all at once or spread out
- The ADA may apply once FMLA is over
- The ADA requires the accommodation as long as the employee needs it

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### Miscellaneous items

- Procurement—you can take advantage of the contracts larger jurisdictions have established for goods and services (COG riders)
- Boardwalk performer restrictions declared unconstitutional as a substantial burden on harmless speech—Ocean City, Maryland
- The ADA applies to websites—make sure that content has print and audio capability (addresses hearing and vision impaired individuals)

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- **Just for fun**

- Goats are “going pro”
- Eco-Goats in Mt. Rainier are eating poison ivy, honeysuckle, and other overgrown plants
- What’s next?

