



Mid-Year Law Updates You Need to Know

Ali Oromchian, J.D., LLM. / July 2023

Agenda

01

LAW UPDATES

Minimum wage, EEO-related updates, wage & hour, leave, and more

02

HOW TO PREP FOR END OF YEAR

Review policies, update handbook, rollover or pay out benefits as necessary



YOUR PRESENTER:

Ali Oromchian, JD, LL.M,
Founding Attorney,
Dental Medical Counsel, PC



Part 1:

Minimum Wage Updates and Hiring/Onboarding Changes

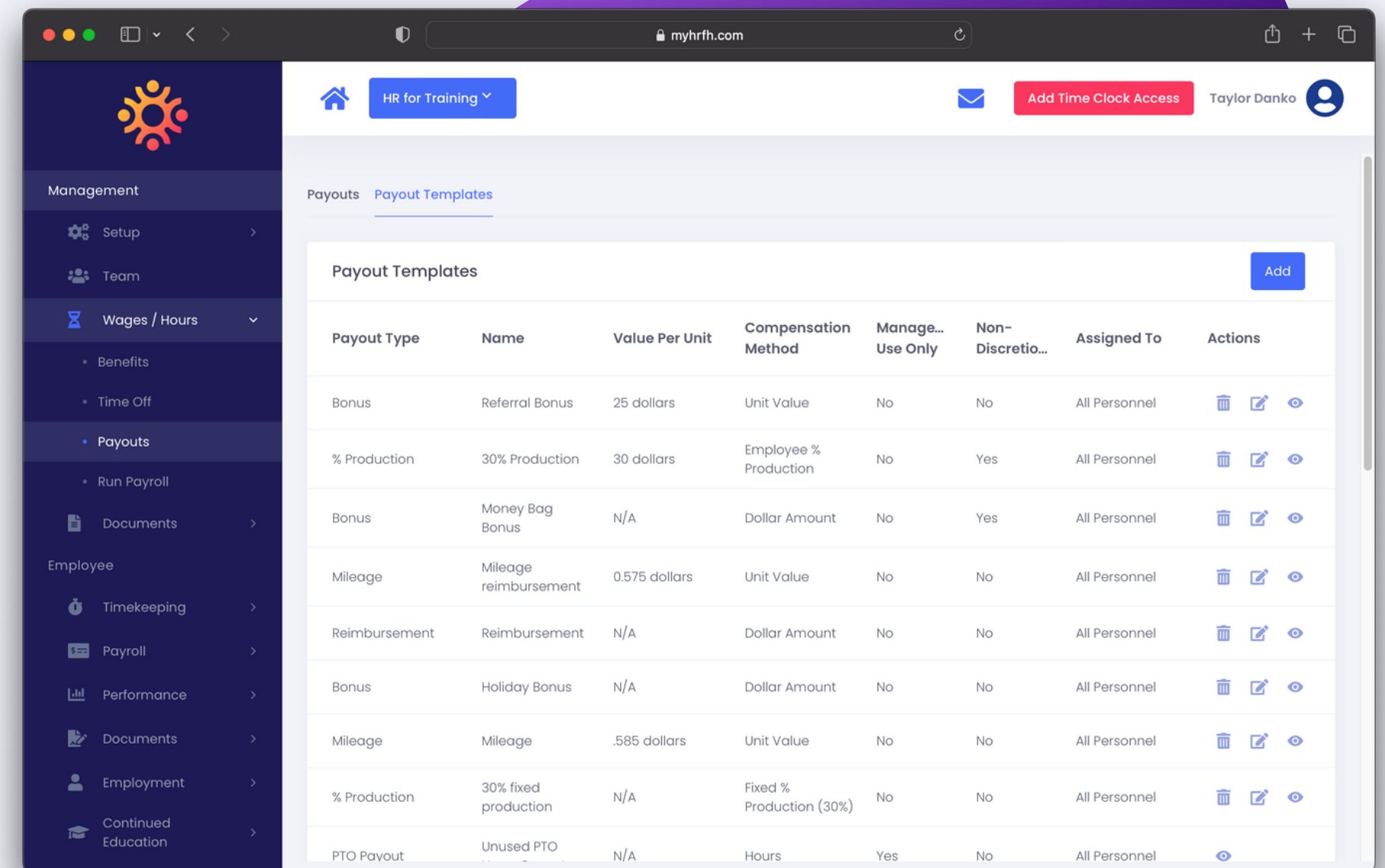
Overview



- Minimum wage updates across the country
- Changes in hiring/onboarding regulations

Minimum Wage Updates

- State & city level changes
- Many California cities increasing minimum wage



The screenshot shows the HR for Health web application interface. The left sidebar contains a navigation menu with sections for Management, Employee, and various HR functions. The main content area displays the 'Payout Templates' page, which includes a table of existing templates and an 'Add' button.

Payout Type	Name	Value Per Unit	Compensation Method	Manage... Use Only	Non-Discretio...	Assigned To	Actions
Bonus	Referral Bonus	25 dollars	Unit Value	No	No	All Personnel	
% Production	30% Production	30 dollars	Employee % Production	No	Yes	All Personnel	
Bonus	Money Bag Bonus	N/A	Dollar Amount	No	Yes	All Personnel	
Mileage	Mileage reimbursement	0.575 dollars	Unit Value	No	No	All Personnel	
Reimbursement	Reimbursement	N/A	Dollar Amount	No	No	All Personnel	
Bonus	Holiday Bonus	N/A	Dollar Amount	No	No	All Personnel	
Mileage	Mileage	.585 dollars	Unit Value	No	No	All Personnel	
% Production	30% fixed production	N/A	Fixed % Production (30%)	No	No	All Personnel	
PTO Payout	Unused PTO	N/A	Hours	Yes	No	All Personnel	

Florida E-Verify Law

- Effective July 1, 2023
- Applies to private employers with 25+ employees
- Mandatory use of E-Verify system for new employee eligibility



New York City Automated Tools in Hiring

- Effective July 5, 2023
- Restrictions on using automated employment decision tools
- Requirements for bias audits and candidate notifications
- Civil penalties for violations

Pay Ranges in Job Postings

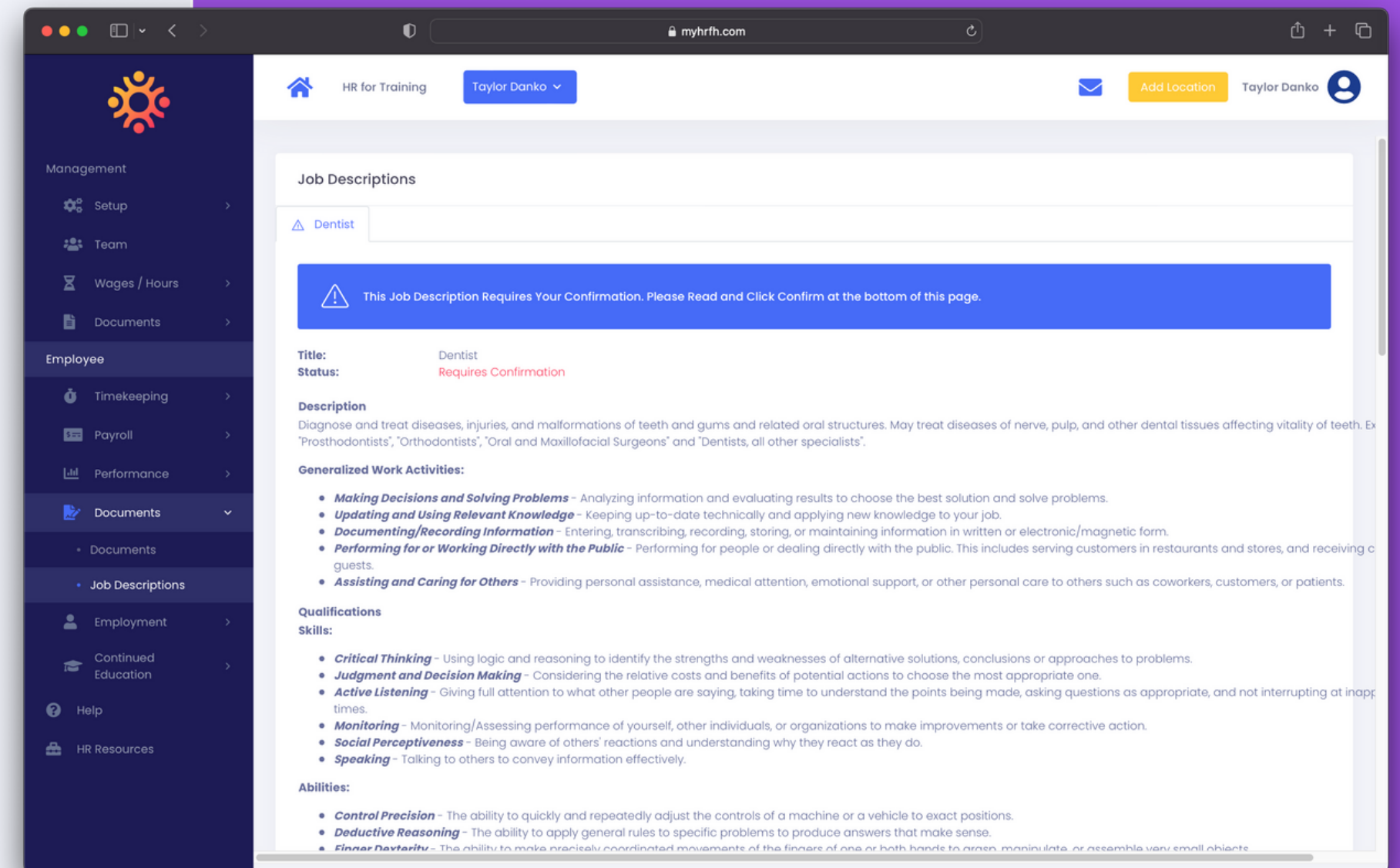
- Albany County, New York now requires pay ranges in job postings

Who's required?	
California	Jersey City, NJ - Employers with five or more employees
Colorado	NY (eff. 9-17-23); New York City, NY; Ithaca, NY and Westchester County, NY
Connecticut	Cincinnati, OH and Toledo, OH - Employers with 15 or more employees
Maryland	Rhode Island
Nevada	Washington - Employers with 15 or more employees

Our Software

Industry-specific job descriptions

- Document job duties and pay scales for easy job postings



Part 2:

Greater Restrictions on Noncompete/Non solicitation Agreements and Pregnancy & Lactation Updates

Overview

- Changes in non-compete or non-solicitation agreements
- Updates on pregnancy and lactation accommodations



Indiana Physician Noncompete Agreements Law

- Effective July 1, 2023
- Prohibition on noncompete agreements with primary care physicians
- Circumstances for unenforceable agreements
- Right for physicians to purchase a release

Essential Aspects of a Noncompete Agreement



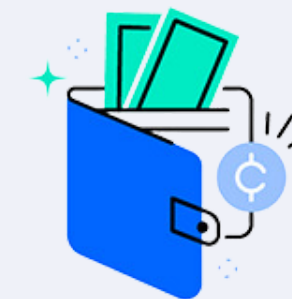
Limited
Geographic Area



Limited
Duration



Limited
Scope



Employee
Compensation



Legitimate
Competitive Interest

PUMP for Nursing Mothers Act

- Effective April 28, 2023
- Expanded remedies for violations
- 10-day correction period for employers
- Exceptions for retaliatory discharges



New York Lactation Accommodations

- Effective June 7, 2023
- Required location for nursing employees
 - Specifications for lactation space



Key Takeaways

- Be aware of changes in noncompete/nonsolicitation agreements
- Ensure compliance with pregnancy and lactation accommodation updates



“Upset at you for breaching the non-compete? Of course not.”

Pregnant Workers Fairness Act

- Effective June 27, 2023
- Applies to employers with 15+ employees
- Reasonable accommodations for pregnancy, childbirth, or related medical conditions



Easily adapt to any change.

Our resource center has law updates and accurate time-off tracking, while the handbook software auto-updates policies.



Potential Accommodations

- Sitting or drinking water
- Closer parking
- Flexible hours
- Appropriately sized uniforms and safety apparel
- Additional break time
- Leave or time off for childbirth recovery
- Excused from strenuous activities or unsafe chemical exposure

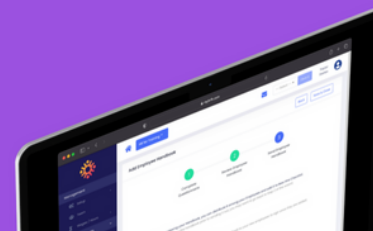
The Pregnant Workers Fairness Act (PWFA)

What's happening?

Starting on June 27, 2023, the Pregnant Workers Fairness Act (PWFA), a federal law, mandates that covered employers with 15+ employees provide "reasonable accommodations" to qualified workers with known limitations related to pregnancy, childbirth, or related medical conditions. However, if the accommodation would cause the employer undue hardship, it may be exempted. Undue hardship is defined as causing significant difficulty or expense.



Easily adapt to



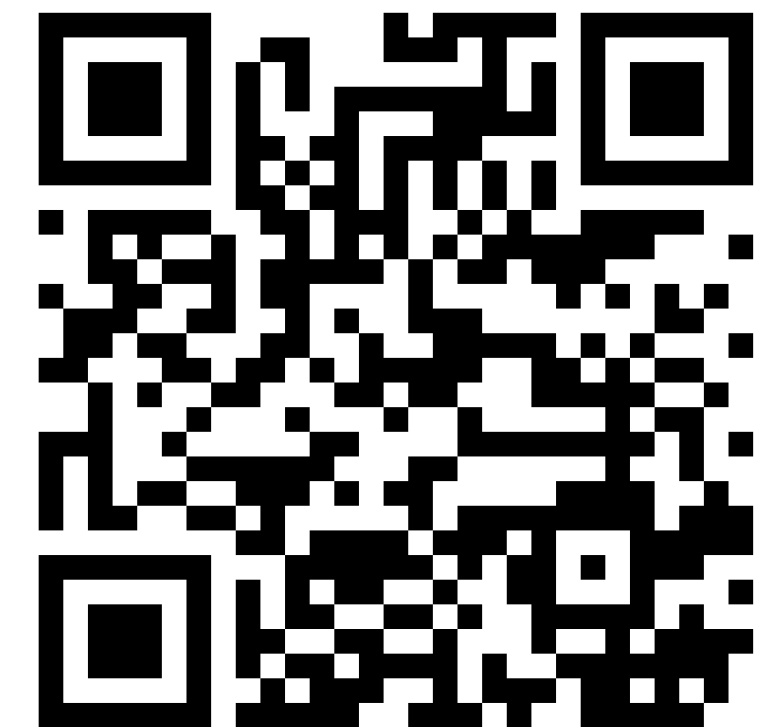
"Reasonable accommodations" refer to modifications made to the work environment or usual work procedures.

Examples

- Providing seating and access to drinking water
- Assigning closer parking
- Offering flexible working hours
- Providing uniforms and safety gear that fit appropriately

FREE DOWNLOAD

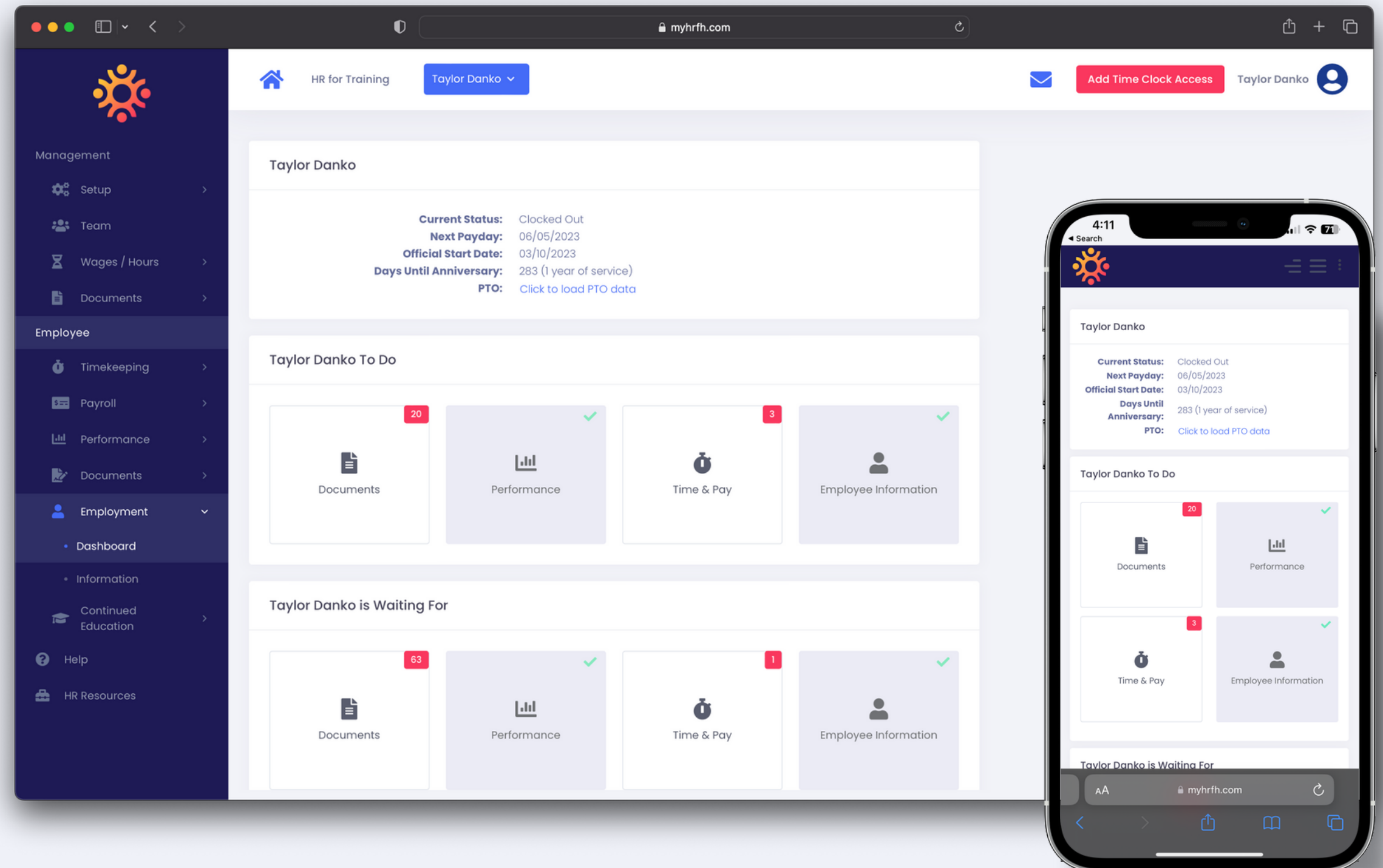
The Pregnant Workers
Fairness Act Poster



Our software



- Importance of leave of absence tracking



Oregon Family and Medical Leave Update

- Effective March 16, 2023
- Amended employer size calculations
- Average number of employees over 12 months

Colorado Family and Medical Leave Update

- Effective March 23, 2023
- Amended benefit calculation based on earnings from all positions

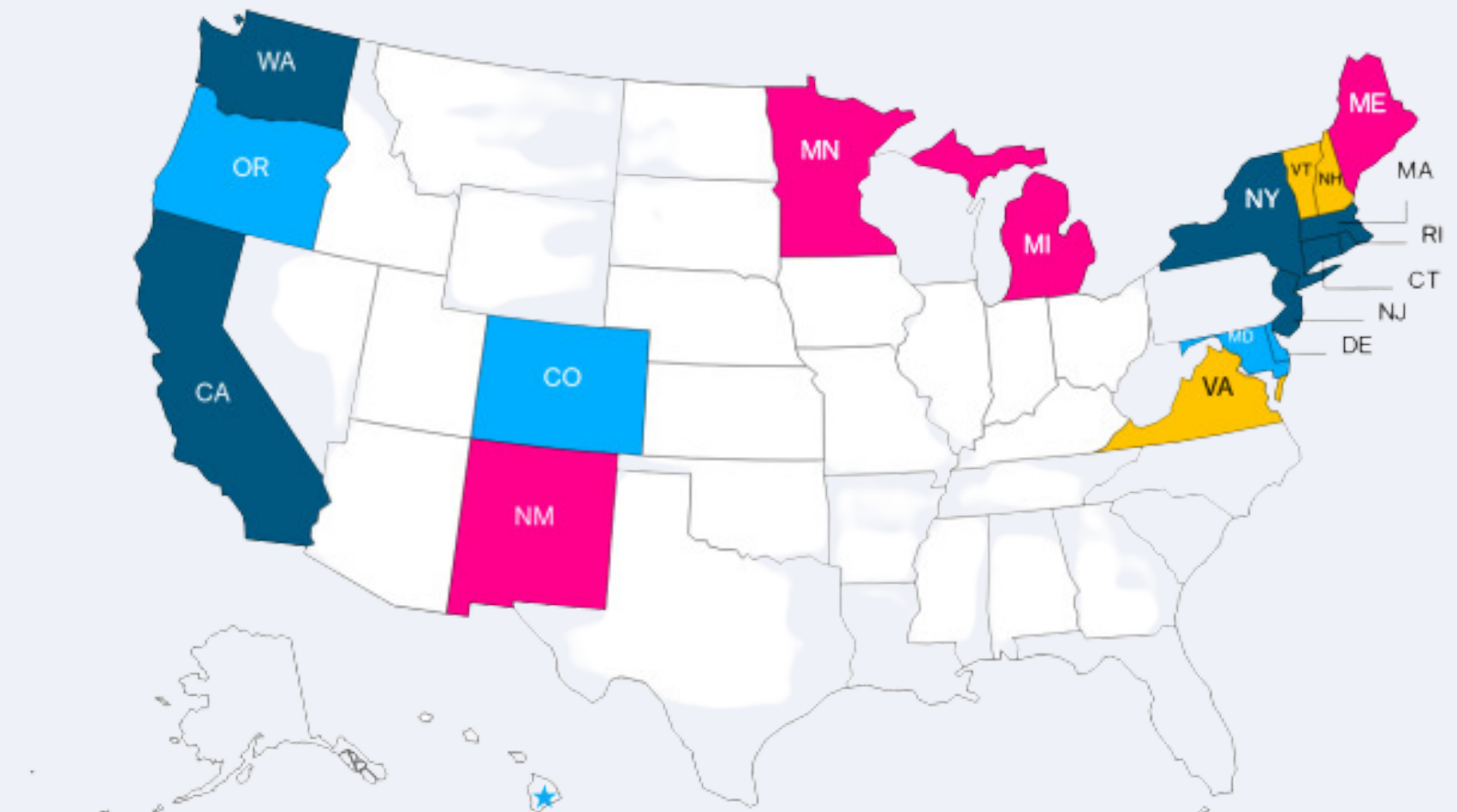
Key Takeaways

- Family Leave trends across states
- Be on the lookout for changes in your state

Paid Family and Medical Leave

State laws covering private-sector workers

■ Benefits in effect ■ Program still being implemented
■ 2023 legislation likely ■ Voluntary or opt-in policy



Source: Bloomberg Law analysis

*Hawaii requires temporary disability insurance, but not paid family leave

Bloomberg

Part 3:

General State Protections, Sick Leave and Retirement

General State Protections

Arkansas Hairstyle Discrimination

- Effective July 31, 2023
- Arkansas Civil Rights Act amendment

Utah Workplace Violence Protective Orders

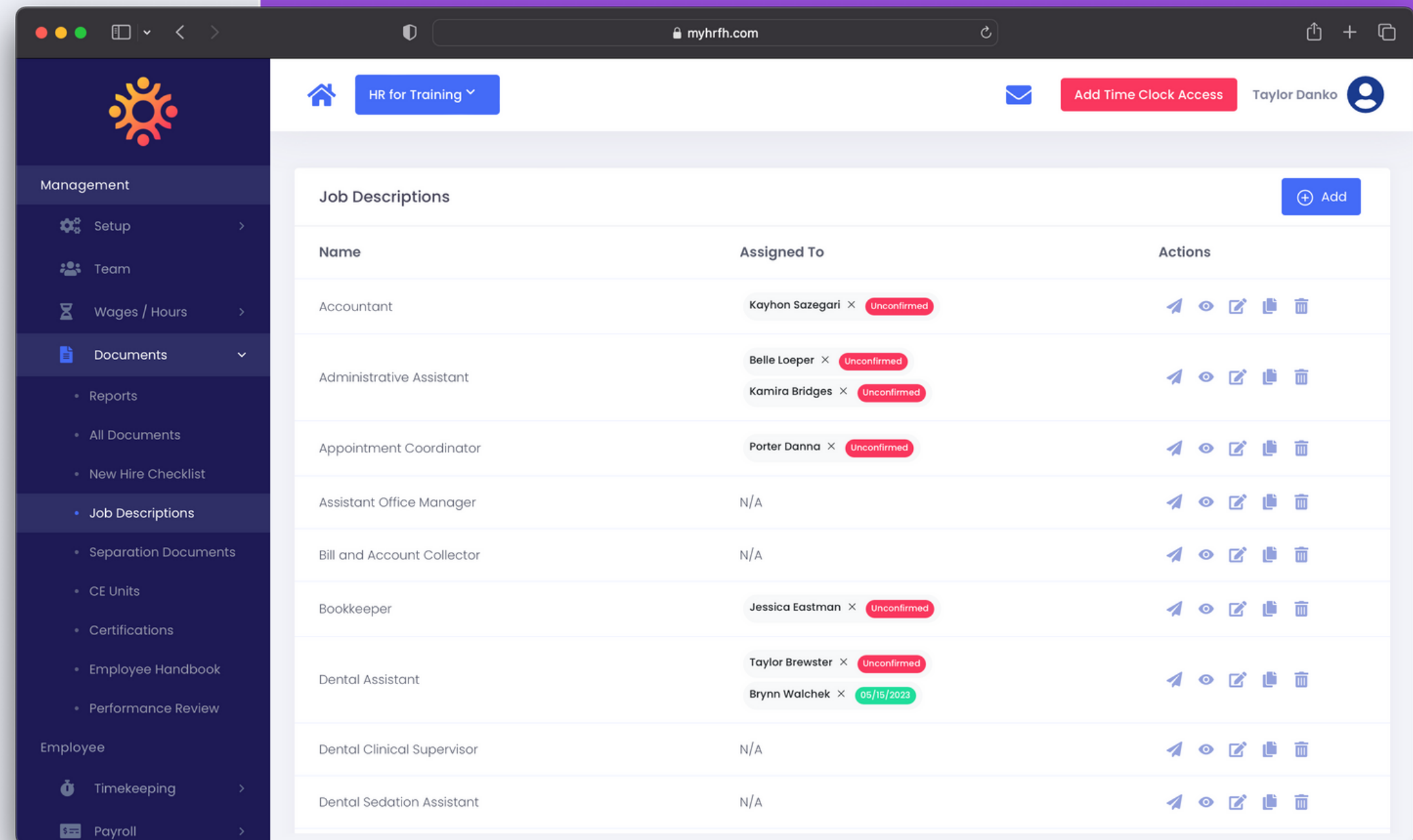
- Effective July 1, 2023
- Amended protective order statute

Georgia Voting Leave Law

- Effective July 1, 2023
- Expanded voting leave

Our Software

- Importance of updated policies
- Handbook software benefits



Sick Leave Updates

- St. Paul, Minnesota - Effective February 24, 2023
- Philadelphia, Pennsylvania - Amended regulations
- Bloomington, Minnesota - Effective July 1, 2023



Retirement Program Deadlines

- Colorado SecureSavings - Deadlines based on employer size
- Maine Retirement Savings Program - Deadlines based on eligible employees

Colorado Secure Savings Registration Deadlines

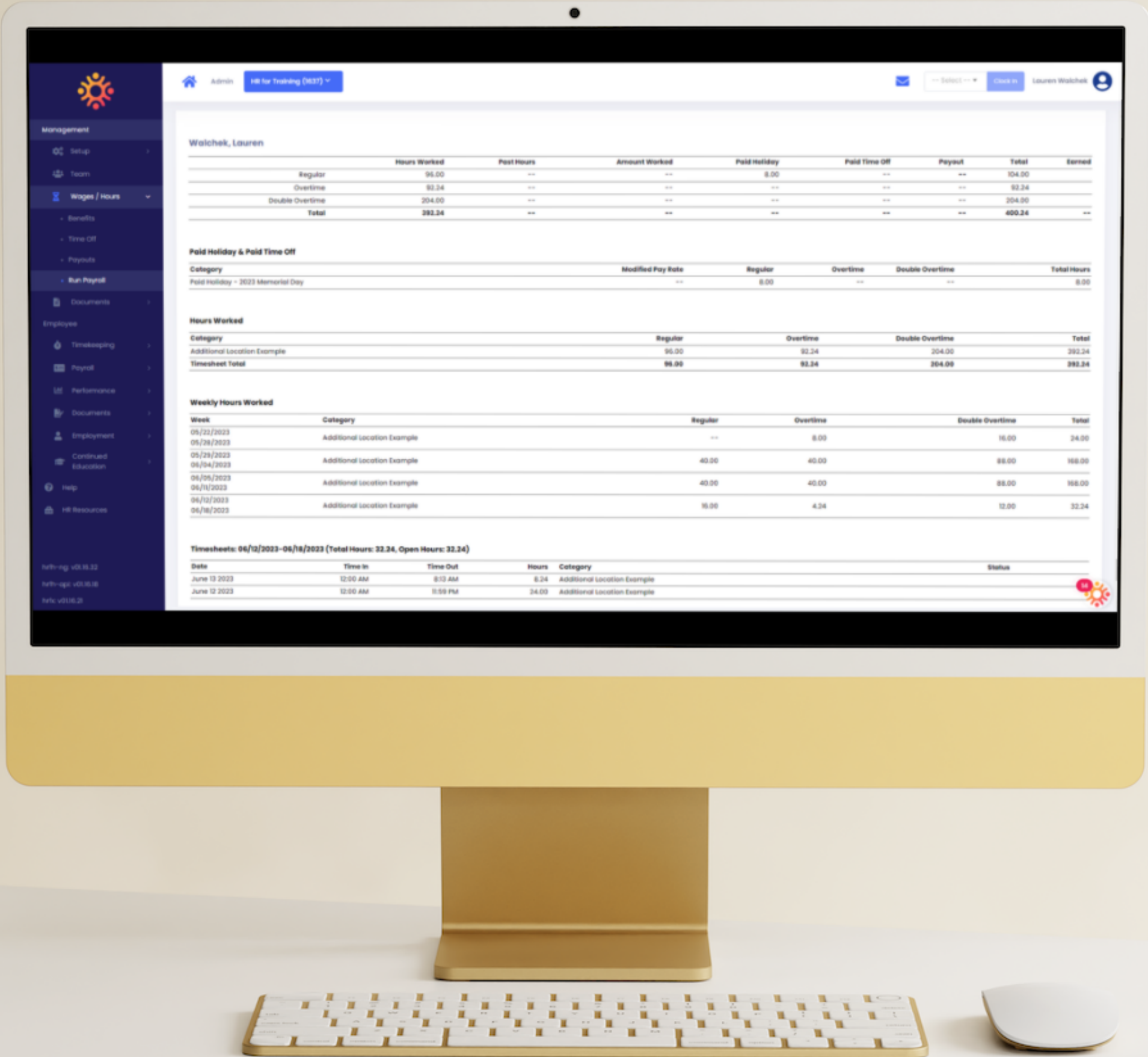
Timeline for small businesses to be enrolled in Colorado's mandated retirement program.

50+ Employees
March 15 2023

15-49 Employees
May 15 2023

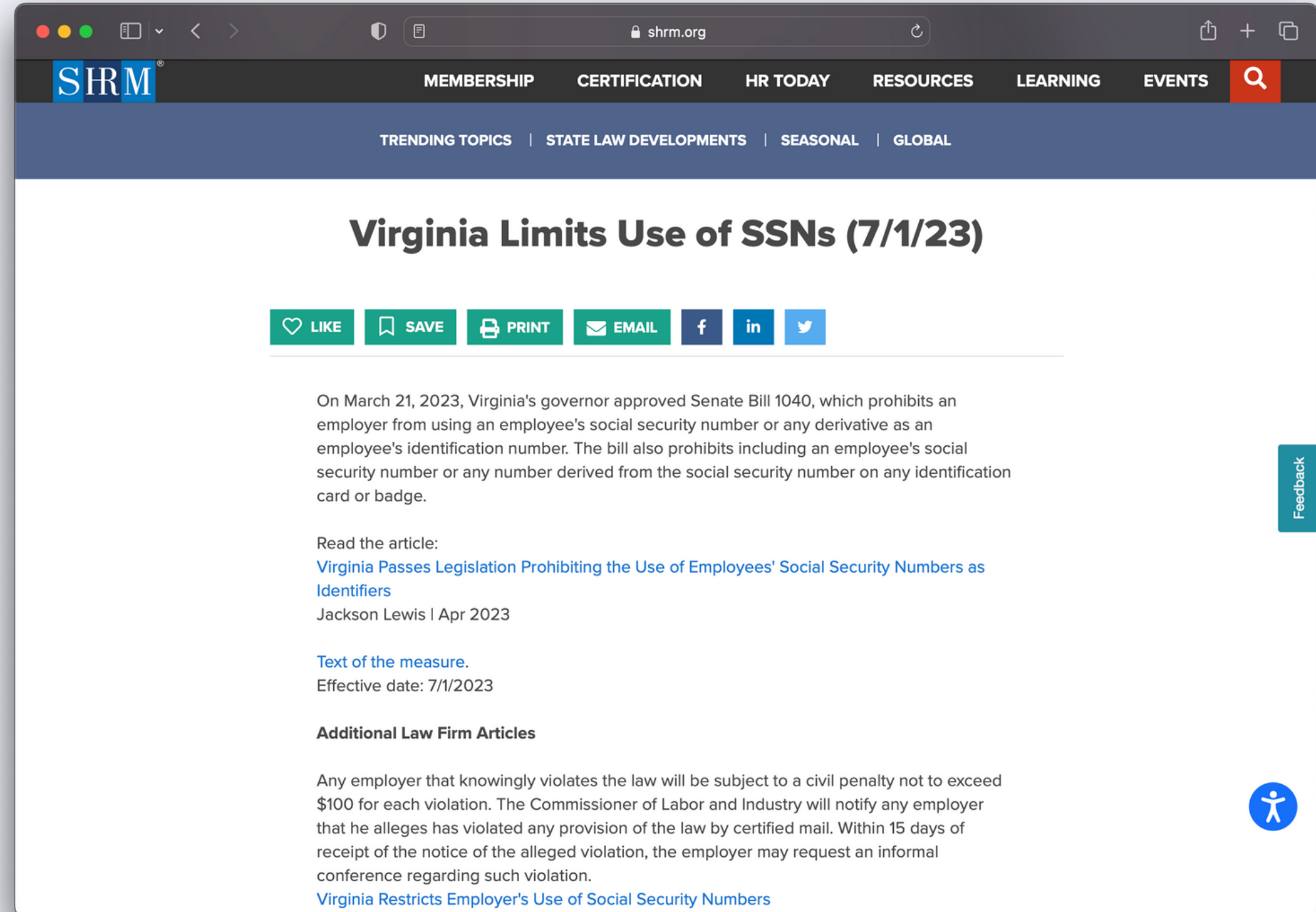
5-14 Employees
June 30 2023

Payroll & 401k in Our Software



Security Updates

- South Dakota electronic health insurance documents - Effective July 1, 2023
- Virginia SSN restrictions - Effective July 1, 2023



The screenshot shows the SHRM website with the URL shrm.org in the browser address bar. The navigation bar includes links for MEMBERSHIP, CERTIFICATION, HR TODAY, RESOURCES, LEARNING, and EVENTS. Below the navigation bar, there are links for TRENDING TOPICS, STATE LAW DEVELOPMENTS, SEASONAL, and GLOBAL. The main content area features a headline: **Virginia Limits Use of SSNs (7/1/23)**. Below the headline are social sharing buttons for LIKE, SAVE, PRINT, EMAIL, and social media icons for Facebook, LinkedIn, and Twitter. The article text states: "On March 21, 2023, Virginia's governor approved Senate Bill 1040, which prohibits an employer from using an employee's social security number or any derivative as an employee's identification number. The bill also prohibits including an employee's social security number or any number derived from the social security number on any identification card or badge." It then provides a link to "Read the article: [Virginia Passes Legislation Prohibiting the Use of Employees' Social Security Numbers as Identifiers](#)" by Jackson Lewis | Apr 2023. Below this, there is a link for "Text of the measure." and the effective date: "Effective date: 7/1/2023". The section "Additional Law Firm Articles" includes a link: "[Virginia Restricts Employer's Use of Social Security Numbers](#)". A feedback button is visible on the right side of the page.

COVID-Related Updates

- California COVID-19 prevention regulations
 - Effective February 3, 2023
- Idaho COVID-19 vaccine mandates -
Effective April 6, 2023
- Florida COVID-19-related discrimination -
Effective June 1, 2023



Final Part!

**Everything you need
for 2023**

#1

Update your
handbook with
new laws

#2

Update New Hire
Checklist with most current
versions of federal and
practice-specific documents

#3

Ensure minimum wage is updated based on your city & state requirements

#4

Review employee certifications and trainings to make sure they are not expired

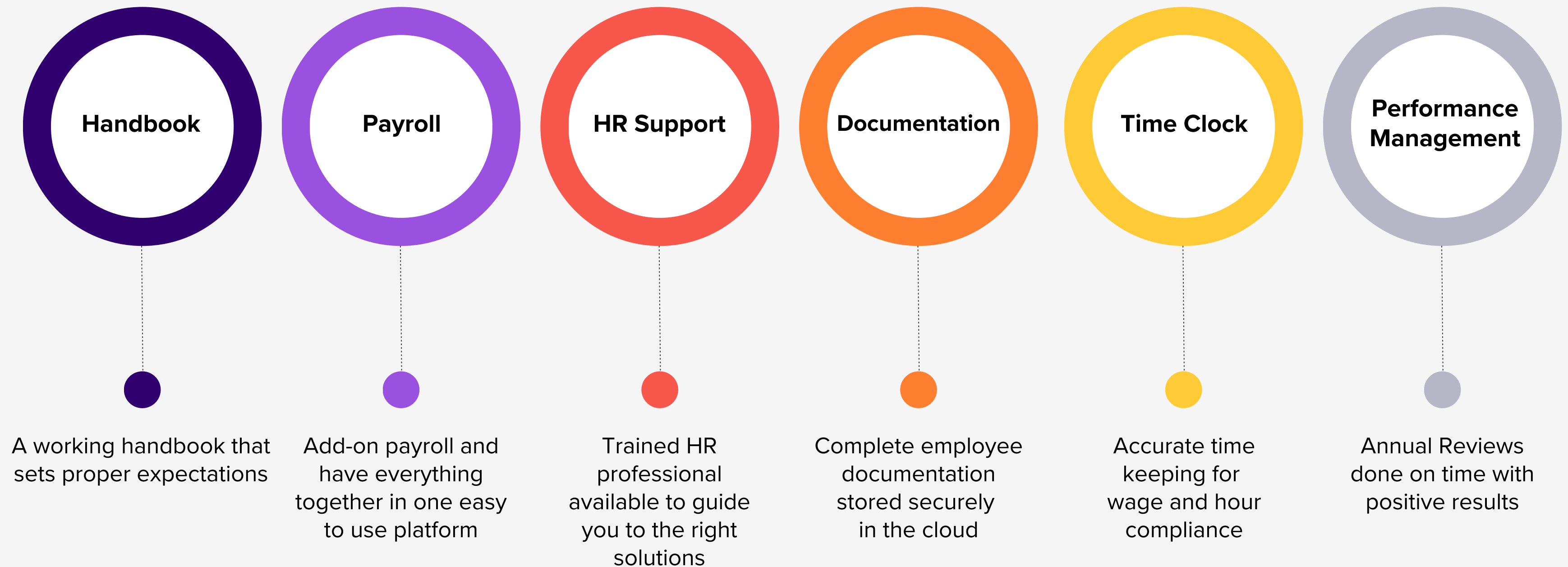
#5

Ensure you are correctly tracking benefits including PTO, sick leave, etc.

How can we help?



Solution





HR for Health

Your compliance partner.

Our resource center has law updates and accurate time-off tracking, while the handbook software auto-updates policies.

Schedule a Demo →

#	Name	Applicable personnel	Action process	Obligation	Actions
1	Employee Withholding - Form W4	• Employee	Employee Completes and Signs, Authorized User Completes	Mandatory	...
2	Employment Eligibility (I-9) Form	• Employee	Employee Completes and Signs, Authorized User Completes	Mandatory	...
3	Employment Eligibility (I-9) Form Instructions	• Employee	Employee Signs	Mandatory	...
4	DE 4 Employee With Holding Allowance Certificate	• Employee	Employee Completes and Signs	Mandatory	...
5	Arbitration of Disputes	• Employee • Independent Contractor	Employee Completes and Signs, Authorized User Completes	Recommended	...
6	Arbitration of Disputes - Rules and Procedures	• Employee • Independent Contractor	Employee Views	Recommended	...
7	Emergency Information	• Employee • Independent Contractor	Employee Completes and Signs	Mandatory	...
8	Disability Insurance Provisions DE 2515	• Employee • Independent Contractor	Employee Signs	Mandatory	...
9	DE 2511 Paid Family Leave Benefit	• Employee • Independent Contractor	Employee Signs	Mandatory	...
10	Wage & Employment Notice to Employee	• Employee	Employee Signs	Mandatory	...
11	Sexual Harassment Fact Sheet	• Employee • Independent Contractor	Employee Views	Mandatory	...
12	Anti-Harassment Policy	• Employee • Independent Contractor	Employee Signs	Mandatory	...
13	Workers' Compensation Brochure	• Employee	Employee Views	Mandatory	...
14	Report of New Employee DE-34 (Rev 1/15)	• Employee • Independent Contractor	Authorized User Prints, Uploads and Sends to EDO	Mandatory	...
15	DWC Form 9783 Predesignation of Personal Physician	• Employee • Independent Contractor	Employee Completes and Signs	Optional	...
16	DE 1857A Notice to Employee Regarding Insurance Contributions	• Employee • Independent Contractor	Employee Signs	Mandatory	...
17	Equal Opportunity Policy	• Employee • Independent Contractor	Employee Signs	Mandatory	...

Thank You!

HRforHealth.com

