

Legislative Blast **October 2018***

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SEXUAL HARASSMENT PREVENTION LEGAL MATERIALS FOR ALL NEW YORK STATE EMPLOYERS HAVE BEEN ISSUED IN FINAL FORM, INCLUDING A MODEL POLICY, COMPLAINT FORM, TRAINING MATERIALS, AND MORE.

The State of New York passed sexual harassment prevention laws in early 2018 requiring all employers in New York State to adopt a sexual harassment prevention policy by October 9, 2018. On October 1, 2018, eight days before the policy deadline, the State of New York issued its model policies, forms and other guidance materials in final form. Please refer to the State's website page located at <https://www.ny.gov/programs/combating-sexual-harassment-workplace> for general information applicable to employers and workers as well as for links to specific documents and materials.

New York State's guidance materials indicate that training for all employees must occur by October 9, 2019, and that training for newly hired employees should occur as soon as possible. Previous guidance from New York State had advised that all employees were to receive training by December 31, 2018, but that deadline has been postponed until October 9, 2019.

To find specific information applicable to "Employers," including final versions of a model sexual harassment policy, minimum standards for sexual harassment prevention policies, a model complaint form, minimum standards for sexual harassment prevention training, model training materials, Frequently Asked Questions (FAQs), an employer toolkit, poster, and more, please refer to the Employers' webpage located at <https://www.ny.gov/combating-sexual-harassment-workplace/employers>.

NEW YORK STATE PAID FAMILY LEAVE BENEFITS LAW UPDATE FOR 2019

New York's Paid Family Leave is designed to be funded by employees, with employers permitted to collect the cost of Paid Family Leave premiums through employee payroll deductions. For 2019, New York State has set the employee contribution rate at 0.153% of an employee's weekly wage, with a maximum annual contribution of \$107.97. In 2019, employees will be permitted 10 weeks of leave at 55% of their average weekly wage, up to a maximum weekly benefit of \$746.41, based on the current Statewide Average Weekly Wage of \$1,357.11.

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