

Legislative Update JANUARY 2019*

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NEW YORK STATE PAID FAMILY LEAVE BENEFITS LAW CHANGES FOR 2019

New York State's Paid Family Leave Benefits Law was enacted as an amendment to New York's workers' compensation law. In 2019, the employee contribution rate for Paid Family Leave is 0.153% of an employee's weekly wage, with a maximum annual contribution of \$107.97. Employees are 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.

NEW YORK'S GOVERNOR VETOES BEREAVEMENT LEAVE LEGISLATION

During its legislative session in 2018, the New York State Legislature passed legislation to amend the State workers' compensation law to provide for bereavement leave in a manner similar to the system set up for the administration of paid family leave benefits. If this legislation had been signed into law by New York's Governor, employers would have been required to offer employees up to 12 weeks of bereavement leave annually. Citing a number of concerns with the legislation, Governor Cuomo vetoed the legislation, stopping it from taking effect. However, it is likely that bereavement leave legislation will be proposed again in this year's legislative session.

NEW YORK STATE ADDS SEXUAL HARASSMENT PREVENTION MATERIALS

Sexual harassment prevention laws enacted by New York State in 2018 imposed obligations on all employers in the State to adopt a sexual harassment prevention policy by October 2018. Under the law, employers are also obligated to conduct sexual harassment training for all workers by no later than October 2019 and, according to the State's sexual harassment prevention website, to train newly hired employees as soon as possible.

To assist employers in meeting these obligations, New York State created a website containing resource materials. The State has recently updated its sexual harassment prevention website with new materials. The main website can be located at <https://www.ny.gov/programs/combating-sexual-harassment-workplace>.

To find specific information applicable to "Employers," please refer to the Employers' webpage located at <https://www.ny.gov/combating-sexual-harassment-workplace/employers>.

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