

Carter-Ward, Peggy (RBI-US)

From: XpertHR Employee Handbooks <XpertHR@e.xperthr.com>
Sent: Tuesday, February 09, 2016 12:02 PM
To: Carter-Ward, Peggy (RBI-US)
Subject: New Paid Sick Leave Laws – Update Your Handbook!

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February 9, 2016

Handbook Content

New York

The following [New York employee handbook statements](#) have been added or updated:

Pregnancy Accommodation (added)

Discussion of Wages (added)

Equal Employment Opportunity (updated)

Oregon

The following [Oregon employee handbook statements](#) have been updated:

Paid Sick and Safe Time [10+ Employees; Accrual Method]

Paid Sick and Safe Time [10+ Employees; Lump Sum Method]

Unpaid Sick and Safe Time [1-9 Employees; Accrual Method]

Unpaid Sick and Safe Time [1-9 Employees; Lump Sum Method]

Washington

The following [Washington employee handbook statement](#) has been added:

Paid Sick and Safe Leave [Accrual Method]: Tacoma, Washington



Editor's Message

This month brings change especially with regard to New York employers as well as municipal paid sick leave ordinances. The Women's Equality Act took effect in New York on January 19, 2016 and it updates the New York State Human Rights Law and other laws, and addresses various issues such as pregnancy, familial status and equal pay.

Handbook Compliance Timetable

Stay tuned for an employee handbook policy statement update or enhancement based on the following laws that will soon take effect:

[Elizabeth, New Jersey, Paid Sick Leave Law](#) - March 2, 2016

[Pittsburgh Paid Sick Leave Law](#) - March 11, 2016

Monthly Tip

Recent federal and state cases reinforce the notion that employers should avoid including arbitration agreements in employee handbooks. In particular, those with contractual disclaimers - where the employer has stated that the employee handbook does not create a contract or any contractual obligations as such arbitration agreements - will generally be unenforceable.

Additionally, Tacoma's paid sick leave ordinance took effect on February 1, 2016. Paid sick leave ordinances will soon take effect in Elizabeth, New Jersey, and Pittsburgh, Pennsylvania. Employers should make sure that their employee handbooks and policies comply.

Beth Zoller
XpertHR Legal Editor

From Our Blog

[Why New York Employers Need to Get Ready for Changes](#)
Employers doing business in New York State and New York City should make sure they comply with the latest legal changes regarding such issues as discrimination based on familiar, transgender and caregiver status, paid parental leave and minimum wage, among others.

Topics

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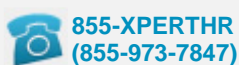
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