

## Legislative Update APRIL 2022\*

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### **PART 2 OF 2: NATIONAL SHRM POSTS RESOURCES TO ITS WEBSITE OUTLINING NEW YORK STATE EMPLOYMENT LAW CHANGES OCCURRING IN 2021 AND 2022**

MVSHRM's March 2022 Legislative Update explained that many members of the Mohawk Valley Society for Human Resource Management (MVSHRM) are also members of the Society for Human Resource Management (National SHRM) and that "***MVSHRM asks all National SHRM members to please list MVSHRM as your local chapter; if you're not a National SHRM member, there are many useful resources if you join SHRM.***" Recently, National SHRM posted an Express Requests webpage entitled "New York Enacts New Laws for 2022 (Roundups)" which outlined many new employment laws taking effect in New York State that may be found at the below link: <https://www.shrm.org/resourcesandtools/tools-and-samples/exreq/pages/details.aspx?erid=133>.

The above webpage includes links to articles from various law firms describing New York State employment law changes taking effect in 2021 and later. In addition to listing new laws, this month's Legislative Update adds underlined effective dates next to these laws as set forth below:

- State Minimum Wage and Overtime-Exempt Salary Levels to Increase: December 31, 2021
- Paid Family Leave Law Expanded to Include Care for Siblings: January 1, 2023
- Expanded Protection for Whistleblowers: January 26, 2022
- New Requirements for Employee Monitoring: May 7, 2022
- Employees Facing Layoff May Petition Employer For Shared Work Program: October 23, 2021
- COVID-19 Vaccine Paid Leave for New York Employees: March 12, 2021
- Employers Must Develop & Implement Airborne Infectious Disease Exposure Prevention Plan (Development of HERO Act Plan: August 5, 2021; Plan Implementation Dates are Tied to the Dates that the New York State Commissioner of Health designates COVID-19 as an airborne infectious disease; HERO Act workplace safety committee obligations: November 1, 2021).

Source: SHRM

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