

## Legislative Update MARCH 2022\*

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### **PART 1 OF 2: NATIONAL SHRM POSTS RESOURCES TO ITS WEBSITE OUTLINING NEW YORK STATE EMPLOYMENT LAW CHANGES OCCURRING IN 2021 AND 2022**

Many members of the Mohawk Valley Society for Human Resource Management (MVSHRM) are also members of the Society for Human Resource Management (National SHRM). ***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:

“Year two of the COVID-19 pandemic brought many new legislative changes for New York employers, altering the landscape around workplace safety, employee pay, leave benefits, protected classes and activity, and privacy ... New York employers should ... be aware of the new employment law obligations that took effect during 2021 [or will be taking effect after 2021].”

If you are a National SHRM member, you may be able to locate these resources at the below link: <https://www.shrm.org/resourcesandtools/tools-and-samples/exreq/pages/details.aspx?erid=133>.

One of the many useful resources at the above link is an article from the law firm Baker McKenzie entitled “Top 10 New York Employment Law Updates for 2021/2022” which lists the following “10 major employment law changes and updates that businesses need to know:”

1. New York City Vaccine Mandate
2. State Minimum Wage and Overtime-Exempt Salary Levels to Increase
3. Paid Family Leave Law Expanded to Include Care for Siblings
4. Expanded Protection for Whistleblowers
5. New Requirements for Employee Monitoring
6. Employees Facing Layoff May Petition Employer to Participate in a Shared Work Program
7. COVID-19 Vaccine Paid Leave for New York Employees
8. Employers Must Develop and Implement Airborne Infectious Disease Exposure Prevention Plan
9. New York City Restricts the Use of Artificial Intelligence Recruitment and Selection Tools
10. New York City Requires Two-Step Process for Background Checks

Source: SHRM

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