



Spring into Action...

Spring/Summer 2017

...Summer is almost here!



Compliance Corner

New Bill signed into law banning NYC employers from asking salary history questions

*The bill will apply to all employers in New York City, public and private. The legislation will take effect on **October 31, 2017**, 180 days after signing.*

Employers will no longer be allowed to ask job applicants about their salary histories.

We are at that time of year again where the warm cool air turns to hot and humid. Now is the start of the carefree days of summer.

While your mind may be on the beach, there are new regulations that are being implemented this summer. Are you prepared? Do you know how it will affect your company and your employees?

Whatever is on your plate, New Life HR Solutions has over 30 years of expertise in all areas of Human Resource Management and can help you maneuver through the myriad of laws and regulations that you have to comply with.....and ultimately allow you to focus on your core business.

Contact us for a free consultation and let our experienced staff of Human Resource Consultants take these worrisome issues off your hands.



Lucille Mavrokefalos

The law is designed to even the playing field among men and women and minorities doing substantially the same work.

Massachusetts' new pay equity law to take effect in 2018 prevents employers from asking job candidates about their salary history in interviews, making it the first state to enact such a law.

NYC Freelance Isn't Free Act

The "Freelance Isn't Free Act" outlines additional duties for businesses contracting with freelance workers **on or after May 15, 2017 in New York City.**

The law allows for the:

- Right to Written Contract;
- Right to be Paid Timely and In Full;
- Right to be Free of Retaliation; and
- creates penalties for violations.

California Limits Use of Criminal Background Information effective July 1, 2017

California's Fair Employment and Housing Council ("FEHC") finalized new regulations further limiting employers' ability to consider criminal history when making employment decisions effective 7/1/17. In addition to the new FEHC regulations an existing California law, which already limits employers' use of criminal records when making employment decisions, municipal "Ban the Box" ordinances further restrict employers use of such information.

Important to note that the regulations expand the list of types of criminal history employers are prohibited from considering to include any non-felony conviction for

President & Founder
New Life HR Solutions LLC

Kirsten Petersen Joins New Life HR Solutions



I would like to introduce Kirsten Petersen who has joined the New Life HR Solutions Team as a full-time HR Coordinator/Analyst. Kirsten has her Bachelors from Kennesaw State and joins us from Frank Lowe Rubber and Gasket where she handled Inventory Planning and Purchasing. Kirsten has prior experience in office administration and HR functions in her prior positions in Georgia.

Kirsten is a great asset to our organization and we are very excited to be working with her. In addition to her HR role Kirsten will be interacting with clients and handling some IT, marketing, research and analysis functions for our company.

Kirsten has a love for animals and can be found spending much of her free time riding her two horses.



New York Paid Family Leave - effective 1/1/18

On May 31, 2017, New York's Department of Financial Services (DFS) published their final regulations for Paid Family Leave (PFL) and just recently released the rates and rating mechanism.

Eligibility for Paid Family Leave

The proposed regulations clarify that both full-time and part-time employees are eligible for paid family leave benefits. Full-time employees become eligible after 26 consecutive weeks of work, and part-time workers become eligible on the 175th day of work, regardless of the number of hours they work per week and regardless of the number of employees employed by their employer.

The eligibility criteria for paid family leave under the PFL differs from that of unpaid leave under the Family Medical Leave Act ("FMLA"), although there are situations in which the two laws will overlap. The payment of benefits will be managed by your disability carrier. All NY Employers who have 1+ employees are required to provide this benefit to their employees.

possession of marijuana if the conviction is more than 2 years in the past.

Employers should review their employment application and relevant policies to ensure compliance with not only the FEHC regulations, but also the FCRA and applicable municipal "Ban the Box" ordinances.

For more information and guidance in all areas of Human Resource Management and Compliance contact us for a free consultation:

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New Life HR Solutions' is a Human Resource consulting firm founded in 2011 by Lucille Mavrokefalos. Our mission is to provide superior service and legal compliance guidance in the areas of compensation, benefits, recruitment, employee relations, employee handbooks, policies procedures and strategic planning to small and mid-sized businesses. New Life HR Solutions will work on a project basis or provide HR Management support on or off-site where little or no HR function exists.

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How is this funded?

This is completely funded through employee deductions to payroll, much like Short Term Disability. However, with PFL there is no fixed rate like STD, the rate is based on the employee's salary. The **weekly contribution rate for Paid Family Leave is 0.126%** of the employee's weekly wage (capped at New York State's current average weekly wage of \$1,305.92*). **This translates into a maximum contribution of \$1.65 per week per employee in 2018, regardless of gender, age, or other factors.**

Actions to be Taken by Employers

Employers should take time in 2017 to design and establish their paid family leave benefits policies and procedures.

Paid family leave benefits need to be provided beginning January 1, 2018, but employers can start collecting employee contributions to paid family leave **as early as July 1, 2017**. In addition, employee handbooks (i) must be updated to ensure that they contain a paid family leave policy (either a new policy or a modification of an existing paid leave policy) that is consistent with the requirements of the law and (ii) should also reflect the employer's choices on the various permitted policy design alternatives.

For more information and guidance in this area, contact lmavro@newlifehr.com, 631-498-4920

