



**Labor day is quickly approaching - are you ready to get back to business?**

***Late Summer 2017 newsletter***



**Compliance  
Corner**

***Final Regulations released on NY Paid Family Leave***

*The final regulations on New York Paid Family Leave (PFL) were released by the New York's Workers' Comp Board (WCB) on July 19, 2017 .*

*Below are a few key points regarding the law:*

- You need only one employee to be covered and you must hold their position for them.*
- Your employees pay for it and employees cannot opt out.*
- In January 2018, the benefit is for 8 weeks while it increases to 12 weeks by 2021. The benefit amount will also increase.*
- The policy covers family care; child birth, adoption and fostering; active military duty*

*As Labor Day quickly approaches and the lazy days of summer quietly disappear, New Life HR is here to help you get your business back on track and focus on what needs to be done. We are experts in HR management and compliance and can guide you through all those laws and regulations you tried so hard to bury in the sand.*

*While your mind may still be on the beach, there are new regulations that are being implemented and you need to know how it will affect your company and your employees.*

*Whatever business or industry you are in, 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 need to comply with.....and ultimately allow you to focus on your business.*

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



***Lucille Mavrokefalos  
President & Founder  
New Life HR Solutions LLC***

***Amy Macaluso Joins New Life HR Solutions***

- Employees could use the benefit as early as the first day of next year. Employers may start to receive notices in December.

- The deduction rate is set by the State of New York and can change every year.

- Employers cannot require employees to deplete their accumulated PTO before letting them go out on paid family leave.

- A PFL Notice will need to be posted and visible to all employees. Later this year, a poster will be furnished by New York State.

### **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. 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.

For more information and guidance in all areas of Human Resource Management



We would like to introduce Amy Macaluso, who recently joined New Life HR Solutions in the position of Director of HR Consulting/Business Development .

Amy Macaluso has over 20 years experience as a Human Resources Business Partner supporting all levels of management and employees. Amy has a reputation for strong business acumen and connecting people with the business strategy to maximize results. Amy is a trusted advisor and highly skilled generalist with extensive experience in organizational design, talent assessment and development, project management and facilitation.

Prior to joining New Life HR Solutions, Amy held several HR leadership positions at both start-up and Fortune 500 companies to include Gersh Academy, Nike Inc., Lehman Brothers, Inc., and Winstar Telecommunications, Inc.

Amy is a welcome addition to New Life HR and we are excited to have her join our team.

Amy was born and raised on Long Island and continues to live in NY with her husband and children. When she is not working she can be found at the beach or on the tennis court.

## **Updated I-9 Form effective 9/18/17**

On July 17, 2017, the U.S. Citizenship and Immigration Services (USCIS) issued a new updated version of the Form I-9. The changes are minimal, but the new form **must be implemented by September 18, 2017** to avoid penalty.

Employers may continue to use the old version until September 17, 2017, but it is strongly advised to start using the new form.

The revisions to the form relate to USCIS's List of Acceptable Documents and specifically update List C to reflect the most current version of the certification or report of birth issued by the U.S. State Department.

The Consular Report of Birth Abroad (Form FS-240) has been added to List C. It was previously left off the list of Acceptable Documents and caused confusion as to whether it was acceptable or not. If you are completing the form online or are a E-Verify user, it is now available for use.

Other changes to the Form include wording in the Form instructions in Section 1 by removing "the end of" from the phrase "the first day of employment". This provides consistency within Section 1. The last change is the name change of the Office of Special Counsel for Immigration-Related Unfair Employment Practices to its new name, Immigrant and Employee Rights Section.

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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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