



# Summer Fun

Summer 2013



## Compliance Corner

### Ban the Box

More and more states are adopting "Ban the Box" laws. Seattle, Buffalo, Minnesota and Rhode Island most recently adopted this law.

The Seattle City Council and the state of Rhode Island has voted to officially ban the box, joining the State of Minnesota and the City of Buffalo in passing laws eliminating the check box asking about criminal history on a job application. While none of these laws prohibit criminal background checks outright, they do place limits on when and how background checks can be performed. Similarities to the EEOC guidance on criminal background checks abound - restrictions that mirror the guidance are sprinkled throughout the new laws and ordinances.

Seattle, WA - effective 11/1/13  
Buffalo, NY - effective 1/1/14  
Minnesota - effective 1/1/14

## Bring on the Sun!

*With summer comes sun, fun, and relaxation. For employers, it means vacations and dress code challenges. Maybe internships and temporary summer employment are a concern.*

*Whatever is on your plate, New Life HR Solutions has over 25 years of expertise in all areas of Human Resource Management and can help you maneuver through the myriad of laws and regulations that have to be taken into consideration ..... and ultimately allow you to focus on your core business.*

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



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

**New York City Council  
passes the  
Earned Sick Time Act**

On May 8, 2013, the New York City Council passed the "Earned Sick time Act" which will require employers in the City to provide employees with paid sick time, as well as paid time off for other absences and emergencies. The new bill will actually require companies to modify their policies. **The Act takes effect on April 1, 2014.**

**For more  
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all areas of Human Resource  
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**Developing a Dress Code Policy?**

*An employer needs to be sensitive to the needs and trends of its workforce. An employer imposing a more conservative dress code is far less likely to recruit younger prospective employees - or even to keep the ones it has.*

*So can a business' dress code policy prohibit its employees from wearing jeans, short skirts, tight-fitting clothes, muscle shirts and flip flops? Can employers prohibit their*

*employees from having visible tattoos or body piercings, and displaying funky hair?*

*Generally speaking - from a legal perspective - the answer to both those questions is yes.*

*Under the law, employees have no legal right to show body art in the workplace because it isn't considered a religious or racial expression. While employers have the legal right to require employees to cover or remove tattoos or piercings, a reasonable approach would be to base your policy on the nature of your workplace and set the grooming standards accordingly.*

*Be practical and consistent with your business dress code policy. It may make perfect sense for an employer to have a stringent policy for employees who meet the public on the company's behalf, regularly deal with customers, and are otherwise your company's face. But does it make sense to have that same policy for employees who work in the warehouse? Who are on an assembly line? Who do nothing but take calls in a call center?*

*Assumptions people make about others premised upon their appearance are usually wrong, and jumping to conclusions results in stereotypes and prejudice that accompanies snap judgments - which could lead to claims and lawsuits. Dress codes are only a means to an end, not a goal. Your dress code should be a manifestation of the company's culture of the workplace. After all, getting past appearances is what makes for a productive workplace.*



*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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