



Q-tips Newsletter

February 2020



Announcement

We are pleased to announce the expansion of our team! In addition to our in-house HR Generalist, we have an additional support team that will also offer assistance in the areas of:

- Hiring, staffing, and onboarding
- Employee relations
- Hiring and employment practices
- Compensation/wage and hour regulations
- Recordkeeping
- General compliance
- Workplace safety

We are pleased to provide you with this business support!

Update



Connecticut Law Alerts

- *January 2020* – Failure to Pay & Gratuity Study
- *October 2019* – Sexual Harassment Prevention Training
- *June 2019* – Paid Family & Medical Leave Act; Sexual Harassment Prevention
- *May 2019* – Minimum Wage Increase; Pregnancy Accommodation Guidance

New York Law Alerts

- *January 2020* – Call Centre Jobs Act; Elimination of Tip Credit
- *December 2019* – Definition of Employer & Unemployment Insurance
- *November 2019* – Reproductive Health Decision-Making Discrimination Prohibited
- *October 2019* – NYC Human Rights Law Coverage Expanded; NYC Commission Provides New Human Rights Guidance

Sexual Harassment Training – Connecticut

Effective October 1st, 2019, Connecticut employers with **three or more** employees were required to provide two hours of interactive sexual harassment training to all employees. All employers were required to be up to date on this requirement as of October 1st, 2020. Employees hired after October 1st, 2020, must complete training within six months of hire.

After the annual training, additional training is to be conducted at least every 10 years. Failure to comply with these guidelines are considered “discriminatory practice” and will be subject to fines.

The Connecticut Commission on Human Rights and Opportunities (CHRO) has developed a free training that meets all regulation requirements for employers to use. Training can be found at the following link:

<https://attendee.gototraining.com/r/473411044350650985>

To find out more information on these changes and to take the training, please go to:

<https://www.ct.gov/chro/cwp/view.asp?a=5019&Q=609536&chroNav=%7C>

- *August 2019* – Discrimination Against Victims of Domestic Violence; Increased Antidiscrimination Protections; Discrimination Against Religious Attire
- *July 2019* – Discrimination Penalties; Stop Hacks & Improve Electronic Data Security Act (SHIELD Act); Race Discrimination Based on Hair; Pay Equity; Salary History Ban; Federal Court Rules NY Arbitration Law Pre-Empted by FAA
- *May 2019* – NYC Bans Pre-Employment Marijuana Testing

Sexual Harassment Training – New York

Every employer in the state of New York must adopt a sexual harassment prevention policy. Employers may use the model Sexual Harassment Policy created by the New York State Department of Labor and Division of Human Rights or create their own policy that meets or exceeds the minimum standards.

Also, effective October 9, 2019, every employer (this includes New York City) must provide employees with annual sexual harassment prevention training. This can be based on calendar year, anniversary of each employee’s start date or any other date the employer chooses.

Failure to comply with the state’s training requirements could result in a misdemeanor charge and significant fines and/or imprisonment.

New York City’s Human Rights has developed a free training that meets the training requirements. To find out more information on these changes and to take the training, please go to:

<https://www1.nyc.gov/site/cchr/law/sexual-harassment-training.page>.

How to Meet 2020 Anti- Harassment Mandates

February 18, 2020 |
8:30 am Pacific

If you are interested in joining the upcoming webinar for the latest updates on new and pending anti-harassment legislation, and best practices for meeting and exceeding these mandates, please contact us for additional information.



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