

fall 2015 compliance calendar



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October 1:

Maryland protects unpaid interns from discrimination. The state's nondiscrimination law is extended to unpaid interns.

Prince George's and Montgomery Counties (Maryland).

The minimum wage in these counties increases to \$9.55 per hour.

Connecticut prohibits requests for social media passwords.

Employers are prohibited from requiring applicants or employees to disclose their usernames and passwords for their social media and other personal online accounts.

Connecticut protects unpaid interns from discrimination, harassment. Employers are prohibited from subjecting unpaid interns to discrimination and sexual harassment.

October 23:

Rhode Island requires new notice. Employers must provide existing employees with a written notice of their rights related to pregnancy, childbirth, and related medical conditions. New hires must be provided the notice at the time of hire.

December 30:

Delaware expands protections for crime victims.

Employers are prohibited from discriminating against applicants and employees because they were a victim of domestic violence, a sexual offense, or stalking.

December 31:

New York increases minimum wage rates. The state's general minimum wage increases to \$9.00 per hour. The minimum wage for tipped employees increases to \$7.50 per hour. The minimum wage for fast food workers increases to \$10.50 per hour in New York City and \$9.75 per hour in the rest of the state.

Massachusetts safe harbor under paid sick leave law ends.

Employers that qualified for a temporary safe harbor under the state's new paid sick leave law must adjust their policies to conform to the full law by January 1, 2016.

January 1:

State minimum wage increases. The following states will have a minimum wage increase: Alaska (\$9.75 per hour), Arkansas (\$8.00 per hour), California (\$10.00 per hour), Connecticut (\$9.60 per hour), Hawaii (\$8.50 per hour), Michigan (\$8.50 per hour), Vermont (\$9.60 per hour), and West Virginia (\$8.75 per hour).

Note: Some states (and local jurisdictions) that adjust their minimum wages for inflation haven't yet announced whether there will be an increase for 2016.

Seattle increases minimum wage. Employers with 500 or fewer employees must pay non-exempt employees who work in Seattle at least \$12.00 per hour. Employers with 500 or fewer employees may satisfy the minimum compensation requirement through a combination of direct cash wages, tips reported to the IRS, and medical benefits, provided that direct cash wages equal or exceed \$10.50 per hour.

Oregon requires sick leave. Employers with 10 or more employees working in the state must provide paid sick leave. In general, employers with fewer than 10 employees must provide sick leave, but it may be unpaid. However, if an employer is located in a city with a population exceeding 500,000 (that includes Portland) and employs at least six employees working anywhere in the state, the employer must provide paid sick leave.

Oregon restricts criminal history inquiries. Employers are generally prohibited from asking about applicants' criminal histories prior to a first interview. If no interview is conducted for the job opening, employers must wait until after they have extended a conditional job offer to ask about criminal history.

California expands equal pay law. Previously, employers were generally prohibited from paying an employee less than employees of the opposite sex for equal work. The equal pay law has been amended to prohibit sex-based wage differences for "substantially similar work."

For more information, please speak to your ADP representative, or go to adp.com/accountant.