

# HR COMPLIANCE MID-YEAR CHECKUP

PRESENTED BY:

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# Artificial Intelligence in Recruiting

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- > Can help save time and avoid bias
- > Discrimination and privacy concerns

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- Salary history bans
    - Can't ask for salary history
    - Can ask for pay expectations

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- Ban-the-box (criminal)
    - Can't ask for criminal history until later in hiring process





State	Non-Compete Agreements	Non-Solicitation Agreements
	<i>Prohibits employee from working for a competitor or starting their own company that offers the same product or service</i>	<i>Prohibits employee from soliciting a company's customers or employees</i>
CA	Not allowed except with narrow exceptions	Not allowed except with narrow exceptions
FL	Allowed	Allowed
IL	Allowed for employees earning at least \$75K	Allowed for employees earning at least \$45K
NY	Allowed	Allowed
TX	Allowed	Allowed

# Form I-9

## Verifications of Remote Employees

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- > Postpones in-person inspection of documents
- > Video link, email, fax, etc.
- > Extended thru October 31
- > Within 3 business days of the person's start date



# Minimum Wage

State	Minimum Wage	Effective Date
Connecticut	\$14.00	07/01/2022
Florida	\$11.00	09/30/2022
Hawaii	\$12.00	10/01/2022
Nevada	\$9.50 w/ health ins \$10.50 w/o health ins	07/01/2022
Oregon	\$13.50	07/01/2022
Washington DC	\$16.10	07/01/2022
<i>Federal</i>	<i>\$7.25</i>	<i>07/24/2009</i>

*Other municipalities (e.g., Chicago, Minneapolis, etc.) have experienced recent minimum wage increases.*



A photograph of two men in business attire sitting at a table, engaged in a conversation. The man on the right is gesturing with his hands while speaking. The man on the left is listening. There are papers on the table.

# Wage & Hour Compliance

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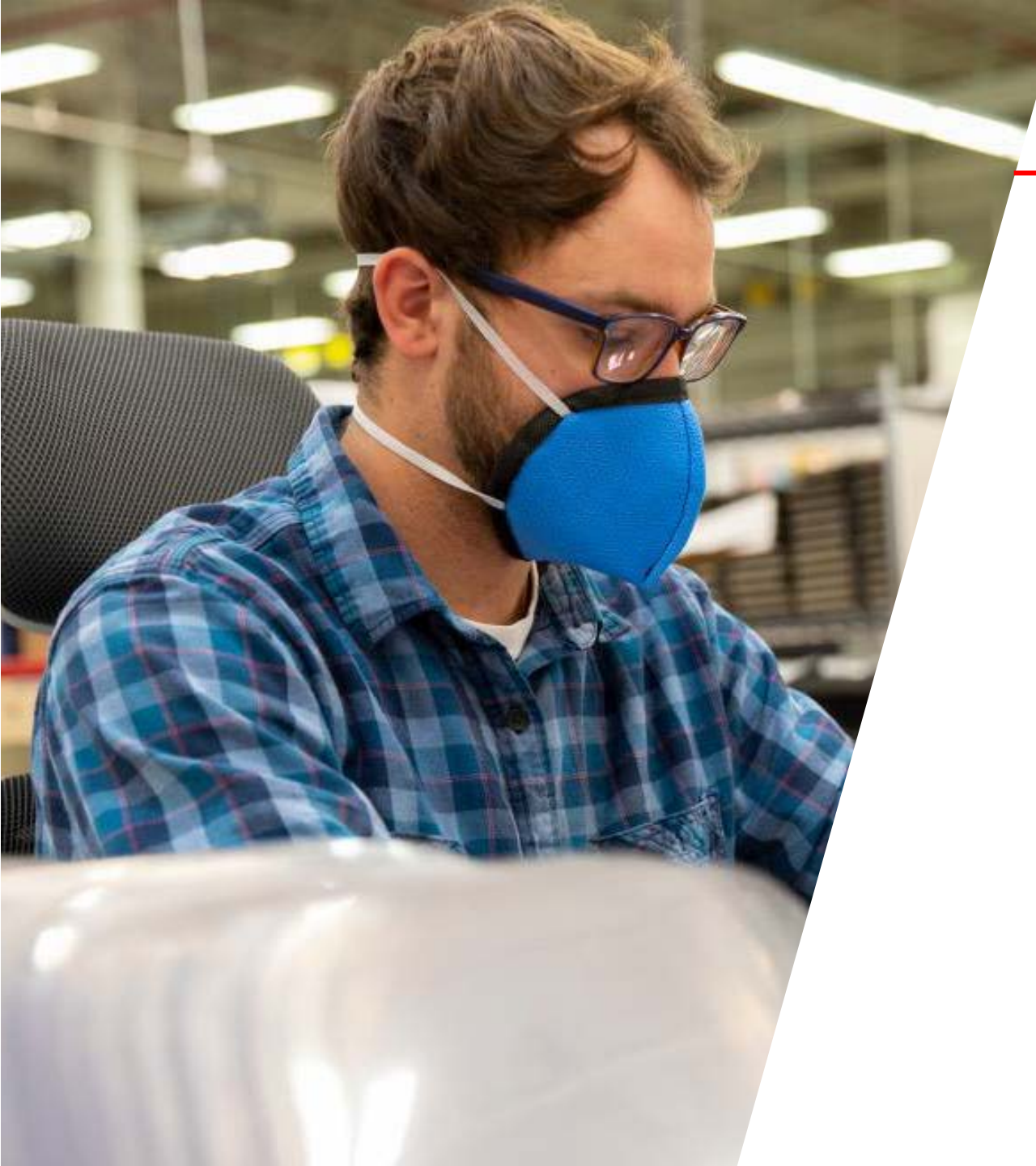
- > Focus on independent contractors (1099 workers)
- > Upcoming proposed overtime rule



State	Paid Family Leave	Paid Sick Leave
AZ	No	Yes
CA	Yes	Yes
CO	Upcoming	Yes
CT	Yes	Yes
DC	Yes	Yes
FL	No	No
IL	No	No
MD	Upcoming	Yes
MA	Yes	Yes
NJ	Yes	Yes
NY	Yes	Yes
OR	Upcoming	Yes
TX	No	No
WA	Yes	Yes







# COVID-19

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- ✓ **FFCRA paid sick leave has expired**
- ✓ **State/local laws may require paid sick leave**
- ✓ **Quarantine vs Isolation (CDC)**

# Dobbs v. Jackson (Row v. Wade)

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- > Employee benefit plans
- > Travel
- > Leaves of absence
- > Anti-discrimination
- > HIPAA



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