



**May 2023 Edition**

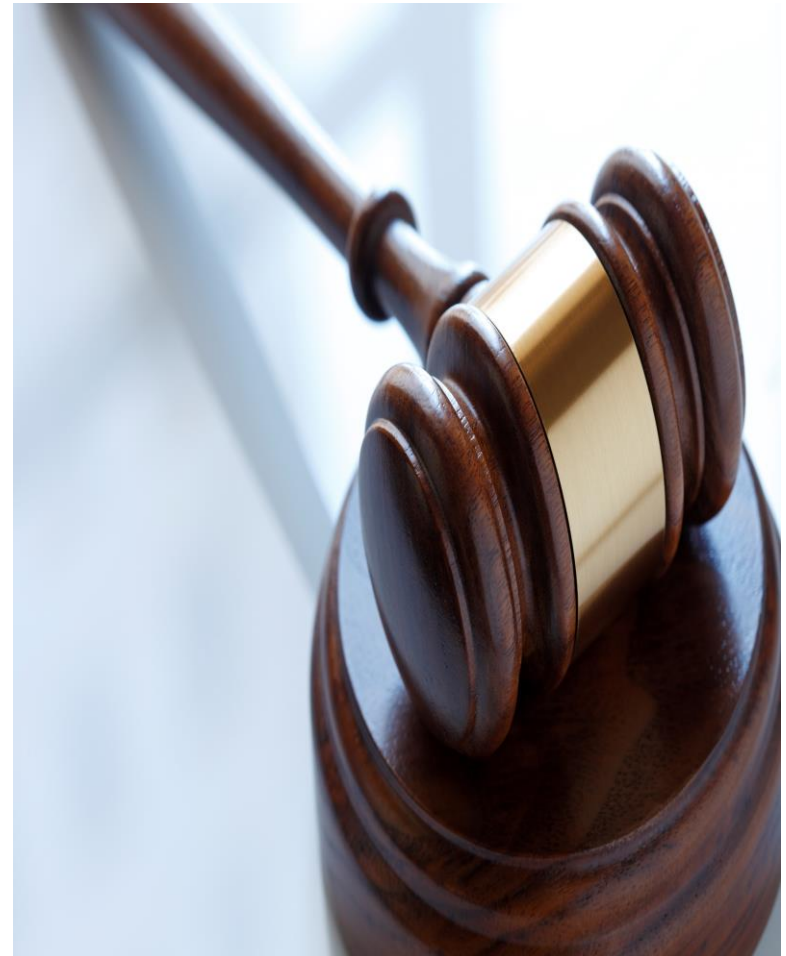
## **DISCLAIMER**

HR Works, Inc. is not engaged in rendering legal services, and the information contained in this presentation is not considered legal advice. Before acting on any of the content in this presentation, employers should seek the advice of an employment and labor attorney for additional guidance.



## TEXAS JUDGE INVALIDATES A KEY PROVISION OF THE ACA

- A Federal Judge struck down a key provision under the Affordable Care Act (ACA)
- The ruling may have implications for some free annual preventive services
  - Not all types of services are affected, only [A and B recommendations issued by the US PSTF](#) and coverage of Pre-Exposure Prophylaxis (PrEP)
- The decision is currently being appealed by the Biden Administration
  - The US DOL, HHS and Department of the Treasury (the “departments”) have issued [FAQ guidance](#) on how the decision affects health plans’ and insurers’ coverage obligations
- **Don’t panic!** - Employers may wish to take a wait and see approach



## FEDERAL LEGISLATIVE UPDATES

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- The NLRB Provides Educational Resources for Employees
- The National Labor Relations Board Will Release a New Joint-Employer Rule in August



- OFCCP Release Veterans Hiring Benchmark for 2023



## STATE LEGISLATIVE UPDATES

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- **California**
  - Adoption of Regulations on the Use of Artificial Intelligence in Employment (Effective January 1, 2024)
- **Colorado**
  - The Grace Period for Colorado Family and Medical Leave Reporting and Premium Payments ends on May 31, 2023
  - SecureSavings Retirement Program Registration Due for Employers With 15 to 49 Employees by May 15, 2023
- **Connecticut**
  - Proposed Legislation Requiring Salary Ranges in Job Postings
  - Deadline for Compliance with “MyCTSavings” Extended until August 31, 2023
- **District of Columbia**
  - Tip Credit Phase-Out Began on May 1, 2023, and Increases Again on July 1, 2023

## STATE LEGISLATIVE UPDATES (CONTINUED)

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- **Florida**
  - Permit No Longer Required for the Concealed Carry of Weapons (Effective July 1, 2023)
- **Kentucky**
  - KY Legalizes Medical Marijuana (Effective January 1, 2025)
- **Maryland**
  - Minimum Wage Increases to \$15/hour (Effective January 1, 2024)
  - Delayed Implementation of Paid Family and Medical Leave (Effective October 24, 2024)
- **New Jersey**
  - Employers of Minors Must Register With the State (Effective June 1, 2023)


## STATE LEGISLATIVE UPDATES (CONTINUED)

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- **New York**
  - Amendments to the NY WARN Act
  - NY DOL Finalizes its Model Sexual Harassment Policy and Provides Additional Resources for Employers – Current HRW VHL and HR Strategic Services clients may contact us regarding an updated policy
  - Reminder: Expanded Lactation Accommodations (Effective June 7, 2023)
- **Oregon**
  - New Minimum Wage Rates (Effective July 1, 2023)
    - Standard Minimum Wage: \$14.20/hour
    - Portland Metro: \$15.45/hour
    - Rural Areas: \$13.20/hour
- **Virginia**
  - Restricts Use of Employees' Social Security Number & Use of Workplace Agreements in Sexual Harassment Claims (Effective July 1, 2023)
  - New Medical Donor Leave Law (Effective July 1, 2023)

## HOW HR WORKS CAN HELP...

- Need more information on the content in this edition? Contact HR Works to learn more!
- Current HR Works clients may contact the Virtual Helpline or their HR Consultant for additional information on of these legislative updates and next steps.
- Non-HR Works clients may contact us for HR solutions to assist you with federal and state compliance including but not limited to:
  - Affirmative Action Plans & OFCCP Audit Support
  - EEO, Pay Equity & Diversity Solutions
  - Dedicated Virtual or Onsite HR Management
  - Benefits Administration & Open Enrollment Support
  - Employee Leave of Absence Management
  - Employee Handbook & Policy Development
  - Virtual HR Compliance Helpline & Online Resources
  - Ongoing Recruiting and Onboarding Support
  - HR, Management & Leadership Development Training
  - Mandated Trainings & Learning Management System
  - HRIS Support, Vendor Selection, & Payroll Solutions



To learn more:  
Call 1-877-219-9062  
or Visit our website at:  
<https://hrworks-inc.com/contact-us>



# THANK YOU FOR WATCHING

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