

# With A New Year Comes New Rules! Here's Your State Employment Law Update

## Labor & Employment Law Update

By Heather Bailey on January 16, 2015

**California:** Effective January 1, 2015, the required paid for rest periods are considered "hours worked" by the employee, and, consequently, are not subject to wage deductions by the employer. (California also has special requirements for making any deductions from their paychecks that you should be aware of before making any).

**Colorado:** Minimum wage rose to \$8.23 per hour on January 1

**Connecticut:** As of the first of the year, CT's minimum wage went to \$9.15 per hour. Are you aware there is a paid sick leave law in CT? If not, be sure to contact your employment counsel or the blog author as some changes were made beginning January 1<sup>st</sup>.

**DC:** As of December 17, 2014, employers cannot ask applicants certain information about their criminal backgrounds and any rescinding of a conditional offer of employment must be backed up with a legitimate business reason. Moreover, employers are required to reasonably accommodate pregnant women when their workload is affected by pregnancy, child birth and child-related medical conditions (i.e., breast feeding).

**Massachusetts:** Effective January 1, minimum wage increased to \$9 per hour. July 1, 2015, employers with 11 or more employees will be required to offer up to 40 hours of paid sick leave to employees.

**Maryland:** Maryland's minimum wage rose to \$8.00 as of January 1<sup>st</sup>.

**Missouri:** Effective January 1, all equal-priority garnishments should now be prioritized by date of receipt.

**New Jersey:** NJ joined the other states starting March 1, 2015 to "Ban the Box" and prohibits job advertisements from stating only those without a criminal past can apply.

**New York:** Effective December 31<sup>st</sup> this past year, minimum wage increased for NY to \$8.75 per hour. Effective immediately, employers will not be required to notify their employees in writing by February 1 about pay rates, pay days, etc.

and get signed acceptance. Employers do still need to abide by their obligation to notify employees of the same at time of hire.

**Ohio:** Ohio has now given employers the ability to seek out protective orders when dealing with employees' stalker or menacing issues when the conduct is directed at the employer.

**Rhode Island:** Your minimum wage increased to \$9 an hour beginning this month.

**Vermont:** Your minimum wage increased to \$9.15 an hour beginning this month.

Please keep in mind that the majority of states increased their minimum wages and you should contact your employment labor counsel or the blog author to confirm you are in compliance.

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