

## Legislative Updates

April 14, 2020

### Alabama

#### *State Poster*

The State of Alabama has released the Unemployment Compensation Benefits poster. It is available for download in the myHRWS Portal.

### California

#### *Los Angeles*

Effective immediately, employees working at least 40 hours per week for an employer with 500 or more employees (City of Los Angeles) or with 2000 or more employees (Nationwide), and have been employed with the same employer from February 3, 2020 through March 4, 2020, are entitled to 80 hours of supplemental paid sick leave, if the employee is unable to work or telework due to Covid-19.

### California

#### *Los Angeles*

Effective immediately, workers who work at businesses or perform services that are exempt under the City of Los Angeles Safer At Home Emergency Order, must wear face coverings over their noses and mouths while performing their work. Employers must provide, at their expense, nonmedical grade face coverings for their employees.

In addition, workers must be allowed to wash their hands at least every 30 minutes.

### California

#### *State Poster*

The State of California has released the following posters:

- Notice to Terminating Employees: Health Insurance Premium Payment (HIPP) Program
- Workplace Discrimination and Harassment
- Sexual Harassment
- Transgender Rights in the Workplace
- Workplace Rights for Military and Veterans
- Joint Notice for Family Care and Medical Leave (CFRA Leave) and Pregnancy Disability Leave
- Rights and Obligations as a Pregnant Employee
- Fair Chance Act

The posters are available for download in the myHRWS Portal.

### Connecticut

#### *Safe Workplace Rules*

The Connecticut Department of Economic and Community Development has released Safe Workplace Rules for Essential Employers. Guidelines can be found in the following link:

[Safe Workplace Rules for Essential Employers](#)

### Connecticut

#### *Rent Grace Period*

Governor Ned Lamont issued an executive order providing an automatic grace period of rent due for April. An additional grace period can be requested for May.

## Florida

### *Small Business Loan*

Eligible small businesses have until May 8, 2020 to apply for a short-term, interest free loan through the Florida Small Business Emergency Bridge Loan Program.

## Indiana

### *State Poster*

The State of Indiana has released the Teen Work Hour Restrictions poster. It is available for download in the myHRWS Portal.

## Maryland

### *Primary Election*

The June 2, 2020 primary election will be conducted via mail. All registered voters will be sent a ballot prior to the election.

## Massachusetts

### *Unemployment Benefits*

Effective immediately, claimants currently collecting unemployment benefits through Massachusetts regular unemployment compensation program, the Pandemic Emergency Unemployment Compensation program, the Pandemic Unemployment Assistance program, the Extended Benefits program, the Trade Readjustment Act and the Disaster Unemployment Assistance program are eligible to receive an additional \$600 per week.

## New Hampshire

### *Presidential Elections*

Voters may request an absentee ballot for the September Primary or November General Elections based on Covid-19 concerns.

## New York

### *Sick Leave*

Effective September 30, 2020 employees begin accruing sick leave for benefit use starting January 1, 2021. An employer with 4 or less workers with less than 1 million in net income are required to provide 40 hours of unpaid leave. Employers with 4 or less employees that have over 1 million in net come or have 5 through 99 employees must provide 40 hours of paid leave. Employers with 100 or more employees must provide 56 hours of paid leave.

## Nevada

### *State Poster*

The State of Nevada has released the Annual Minimum Wage Bulletin and the Annual Daily Overtime Bulletin. Both are available for download in the myHRWS Portal.

## Pennsylvania

### *Operations Resumption*

Effective immediately, companies that provide goods or services to life sustaining businesses or critical infrastructure may obtain a waiver to operate from the Pennsylvania Department of Community and Economic Development.

## **Pennsylvania**

### *Workplace Cleaning*

Effective immediately, owners of buildings of at least 50,000 square feet used for commercial, industrial or other enterprises, including but not limited to facilities for warehousing, manufacturing, commercial offices, airports, grocery stores, universities, colleges, government, hotels, and residential buildings with at least 50 units are required to clean and disinfect high-touch areas routinely in accordance with CDC guidelines, in spaces that are accessible to customers, tenants, or other individuals.

## **South Carolina**

### *Furloughed Employees*

Effective immediately, employers may provide voluntary financial assistance (not wages) help to furloughed employees through South Carolina's Covid-19 Support Program. Employers are required to submit the Covid - 19 Payment Plan Application prior to any payments being made. Applications should be sent to the Department of Employment and Workforce at [legal@dew.sc.gov](mailto:legal@dew.sc.gov).