

Hot Topics in Employment Law for New York Employers

1. **New York's Breastfeeding Accommodations Law**
 - [Employers Take Note: The Amendment to New York's Breastfeeding Accommodations Law is Now in Effect](#)
 - [New York Department of Labor - Breast Milk Expression in the Workplace](#)
2. **Model Sexual Harassment Policy and Training Materials**
 - [New York State Issues Revised Model Sexual Harassment Policy and Training Materials](#)
 - [Harter Secrest & Emery on-Demand Training Program](#)
 - [New York State Combating Sexual Harassment in the Workplace](#)
3. **New York Electronic Monitoring Notice**
 - [New York Electronic Monitoring Notice](#)
4. **Notice of Pay Rate**
 - [New York Department of Labor - Notice of Pay Rate](#)
 - Notices are required at the time of hire, and when there are changes in the information on the pay notices, and must be kept for 6 years
5. **Notice of Employee Rights, Protections, and Obligations Under Labor Law Section 740**
 - [Form LS 740](#)
6. **New York Paid Family Leave Law Expanded to Include Siblings**
 - [New York State Paid Family Leave](#)
 - The list of covered family members now includes siblings (biological, adopted, half-siblings, and stepsiblings)
 - Previously covered spouse, domestic partner, child/stepchild, parent/stepparent, parent-in-law, grandparent, and grandchild
7. **New York State Wage Transparency Law to Take Effect in Fall 2023**
 - As of September 17, 2023, all employers with four or more employees in New York State will be required to disclose as part of any job posting, promotion, or transfer opportunity:
 - i. the compensation or "range of compensation" for such position; and
 - ii. the job description for such position, if a description exists.
8. **Responding to Reasonable Accommodation Requests**
 - [EEOC - Small Employers And Reasonable Accommodation](#)
9. **Public Accommodation Discrimination Claims**
 - [New York State Division of Human Rights - Public Accommodations](#)
10. **Individual Liability for Harassment and Discrimination**



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