



Patty Clark
HR Services Manager

HR Updates for 2017 *Awareness is Key!*

There are many issues HR professionals need to keep an eye on every year and 2017 is no exception. Below are a few of those key issues MACNY members should be aware of as well as links for additional information:

1. **New York Paid Family Leave:** According to the Department of Labor, 88% of private employers do not offer paid leave and of those that do offer paid leave, 33% of employees feel taking the leave would put their jobs in jeopardy. Effective January 1, 2018 NYS will join California, Rhode Island, and New Jersey and offer Paid Family Leave. The law will begin by offering eight weeks of paid leave to full-time employees who have been with a company at least 26 consecutive weeks or part-time employment for 175 days, and unlike FMLA, no hour requirement needs to be met. While FMLA can be used for one's own health the Paid Family Leave is job-protected, paid leave to bond with a new child, care for a seriously ill family member, or help family members when someone is called to active military service. The law will entitle qualified employees to 50% of their average weekly wage in 2018, increasing up to a max of 67% in 2021 with 12 weeks of paid leave. The leave will be totally funded through employee payroll deduction which may begin on or around July 1, 2017. Further details can be found at <https://www.ny.gov/programs/new-york-state-paid-family-leave>.
2. **I-9 Update:** A new version of the I-9 form was available as of January 22, 2017. Employers must start using the new version for all new employees and is not required for current employees. An I-9 form is used to verify the identity and employment authorization of individuals hired for employment in the United States. All U.S. employers must ensure

proper completion of Form I-9 for each individual they hire for employment in the United States. The main changes include marking "N/A" in fields that would previously be left blank, verifying employment for individuals in person (not remotely via a webcam, for instance) and using a large blank field to leave notes instead of putting them in the margins. Additional information can be found at <https://www.uscis.gov/i-9>.

3. **EEO-1 Form:** The Equal Employment Opportunity Commission (EEOC) has made modifications to the Employer Information Report (EEO-1) which are effective March 31, 2018. At that time, employers will need to report their total number of workers, employees' gender and race, and employees' pay grade and job classification. The EEOC feels this information will assist in investigations of discrimination and pay disparities. Employers should start collecting this data in 2017 to report on in 2018. EEO-1 reporting information can be found at <https://www.eeoc.gov/employers/eeo1survey/2017survey.cfm>.
4. **Employee Retention and Engagement:** Employee retention and engagement continue to be a priority for every company, big or small. With an increasing number of millennials in the workforce, employers should consider new and different ways to retain and engage the current workforce. According to a recent survey from Deloitte, 44% of millennials say they would quit their jobs within two years if given the chance. Sixty percent say they wish to leave their current jobs by 2020. Open communication and involvement with causes continue to be important to millennials, as well as a work/life blend with a focus on flexibility. There is no time like the present to look at your retention and engagement initiatives.

Additional Resources:

<http://time.com/money/4199776/why-millennials-want-to-quit-their-jobs/>

http://www.macny.org/wp-content/uploads/2017/04/FINAL_5-Important-Issues-to-Monitor-for-2017.pdf

Hot Off The Line

Q - We update our Affirmative Action Plan each year and were wondering how long are we required to keep the applicant flow logs and back up files?

A - You are required to keep the applicant flow and back up files at least 2 years.

HR Stats & Facts

- A recent survey of 2,009 American workers revealed 60% of employees feel uncomfortable leaving work for an appointment.
Source: Zocdoc Unsick Day Survey
- According to a National Survey of Employer Sponsored Health Plans, 51% of large employers (500+ employees) offer health insurance coverage to part-time employees who work an average of 21 hours a week.
Source: EBN Magazine March 2017
- Sea Otters hold hands when they sleep so they don't drift away from each other.
Source: thefactsite.com

DID YOU KNOW?

If you are a first-tier government contractor with \$50,000 or more in federal government contracts and 50 or more employees at one location; or, a second-tier government contractor (supplies to a first-tier contractor) with \$50,000 or more in contracts and 50 or more employees at one location you are required to have an Affirmative Action Plan. MACNY can audit your plan, rewrite it, or create one for you as well as complete your Adverse Impact. If you are interested in receiving a quote or would like additional information please contact Patty Clark, HR Services Manager at 315-474-4201 x 10 or pclark@macny.org.

CPI

Wage/Clerical	Feb.	Jan.	Pt. Chg. (Mo.)	% Chg. (Mo.)	% Chg. (Yr.)
1967=100	707.4	705.5	1.9	0.3%	2.8%
1982-84=100	237.5	236.9	0.6	0.3%	2.8%
Urban					
1967=100	729.7	727.4	2.3	0.3%	2.7%
1982-84=100	243.6	242.8	0.8	0.3%	2.7%
Unemployment Rates					
February- Onondaga County: 5.1; Metropolitan Syracuse Area (MSA): 5.7					