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What Will the New Year Bring in Albany?

New York State Faces a Multi-Billion Dollar Budget Shortfall

– It's sure to be a challenging new year in Albany as New York state faces a projected budget deficit of \$6.1 Billion, and state legislators will be tasked with trying to fill it. This budget shortfall is in large part due to ballooning Medicaid costs made evident with the state's mid-year budget report that showed such deficits growing in New York's Medicaid program. This means the State Legislature and the Governor will have some serious work ahead to try and come up with a balanced budget for the next fiscal year starting in April. While Assembly Speaker Carl Heastie has mentioned revenue raisers or taxes as a way to deal with the situation, Senate Majority Leader Andrea Stewart-Cousins has voiced concern with taxing residents as a main solution, and instead suggested looking for collective solutions.

New State Laws Taking Effect - With the new year also comes new state laws. Here are a few new measures taking effect that could have an impact on your business in 2020.

New York Minimum Wage - The latest phase of New York's minimum wage increase took place on December 31, 2019. In Upstate New York, the rate increased from \$11.10 to \$11.80 an hour. The minimum wage will continue to increase every year across New York until it reaches \$15.00 per hour in 2020.

Salary History Ban – This new state law prohibits employers from asking job applicants and employees about their wage or salary history. The ban takes effect on January 6, 2020.

Non-Disclosure Provisions – Starting January 1, 2020, non-disclosure agreements must state that employees are not

prohibited from “speaking with law enforcement, the Equal Employment Opportunity Commission, the state Division of Human Rights, a local commission on human rights, or an attorney retained by the employee or potential employee.”

Mandated IVF Coverage – Starting on January 1, 2020 a new law will require private, large-group health plans serving more than 100 employees to cover up to three cycles of in vitro fertilization. The new requirements do not apply to public or self-funded health plans.

New York's “SHIELD Act” – The Stop Hacks and Improve Electronic Data Security Act (SHIELD Act) will take effect on March 21, 2020. The Act broadens the definition of “private information” and expands the definition of “breach of the security of the system,” requiring all businesses in New York to implement certain safeguards for the private information of residents.

For more information on any of these measures, please e-mail me at tiffanylatinog@macny.org.

Election Year - As most of you know, 2020 is a state election year and there will be many open seats up for grabs. Several State Senators have already announced that they won't seek re-election. Two western New York senators, Rob Ortt and Chris Jacobs, are seeking a congressional seat. Senator Robert Antonacci, who represented the Greater Syracuse area, won a judgeship in November and vacated his Senate post at the end of last year. State Senators Joe Robach, George Amedore, Michael Ranzenhofer, and Betty Little also have announced their plans to not run again. We expect this number to grow, making it a very interesting election year.

Manufacturing Lobby Day 2020 - It will once again be crucial for us to share our collective voice with state representatives, so MACNY and our team of Alliance Partners and dedicated advocates will head to Albany for MACNY's Annual Manufacturing Lobby Day on March 3rd. We will kick off the day at the Fort Orange Club around 8:00 am and then head to the Capitol for key legislative appointments. If you would like to be part of this important initiative, to share your perspective with our state legislators, please contact me via e-mail at tiffanylatinog@macny.org or phone at 315-474-4201 ext. 13.

I would like to wish all of you a happy and healthy New Year! And I will continue to keep you posted on additional news as the 2020 Legislative Session unfolds.