

# GOVERNMENT RELATIONS

Tiffany Latino-Gerlock, Director of Government Relations & Communications

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## NEW STATE LABOR LAWS TAKING EFFECT IN 2023



The new year is here, and with its arrival came a few new employment laws that will impact New York employers and employees. Business owners and operators have been updating their policies to comply with these new or expanded state laws, which include the following:

### **NYS Paid Family Leave**

A new law that takes effect January 1, 2023, will expand New York's Paid Family Leave (NYPFL) to include caring for a "sibling" with a serious health condition in New York. This applies to biological, adopted, half-siblings, or stepsiblings. These family members can live outside of New York State, and even outside of the country.

Employees who are on NYPFL will continue to receive 67 percent of their average weekly wage, up to a cap of 67 percent of the current New York statewide average weekly wage (NYSAWW). For 2023, the NYSAWW is \$1,688.19.

For more information on New York's Paid Family Leave Law, please visit the state's website at [paidfamilyleave.ny.gov/2023](https://paidfamilyleave.ny.gov/2023).

### **COVID-19 Vaccination Paid Leave**

New York Governor Kathy Hochul signed a bill into law extending the State's COVID-19 vaccine paid leave law to December 31, 2023. This law requires New York employers to provide workers with "a sufficient period of time, not to exceed four hours" of paid leave per dose of the COVID-19 vaccine, which also includes boosters.

The leave must be paid at the employee's regular rate of pay. New York's COVID-19 vaccine leave law first took effect on March 12, 2021.

### **Minimum Wage Increase**

On December 31, 2022, the minimum wage in our region (Upstate/CNY) increased to \$14.20 an hour for the calendar year.

A statewide \$15 minimum wage was enacted as part of the 2016-17 State Budget. Since then, wage increases have gone into

effect in stages, and rates have differed based on region and industry. Annual increases will continue until the rate reaches the \$15 minimum wage across the state. More information can be found at [dol.ny.gov/minimum-wage-0](https://dol.ny.gov/minimum-wage-0).

### **Salary Transparency Requirement**

During the 2022 Legislative Session, New York state lawmakers passed a bill that would require private employers statewide to disclose the compensation or range of compensation in any advertisement for a job, promotion, or transfer opportunity. The "range of compensation" means the minimum and maximum annual salary.

### **NY HERO Act**

The New York Health and Essential Rights Act (NY HERO Act), which was signed into law in May of 2021, remains in effect. The law mandates extensive workplace health and safety protections in response to the COVID-19 pandemic. Under this law, employers must have workplace airborne infectious disease exposure prevention plans in place in case an airborne infectious disease is designated by the New York State Commissioner of Health as a highly contagious communicable disease that presents a serious public health risk.

Currently, there is no designation. That means private sector employers are not required, at this time, to implement their safety plans.

### **NYS Legislative Session**

The 2023 Legislative Session will begin in Albany in January. Please stay tuned for more details regarding the Governor's State of the State, the Executive Budget, and MACNY's Manufacturing Advocacy Day. As always, we will be meeting with our state legislators and traveling to Albany to be a voice for manufacturers and businesses in our region and across the state on a host of important issues.