Engage PEO Client Alert: Northeast States

CT Marijuana; Family & Medical Leave; Captive Audience

ME Unused Vacation Payout; NY Salary Transparency

CONNECTICUT LEGALIZES RECREATIONAL USE OF MARIJUANA

What's New: Individuals in Connecticut have been permitted to legally use marijuana for recreational purposes since July 1, 2021.

Effective July 1, 2022:

- Employers are prohibited from discharging or taking adverse actions against employees on account of their use of marijuana outside of work unless an employer has a disseminated policy.
- Employers are prohibited from discharging or taking adverse actions against employees and prospective employees on account of their marijuana use outside of work and before the person was employed, unless failing to do so would cause the employer to violate a federal contract or lose federal funding.
- Employers are prohibited from refusing to employ and penalizing prospective and existing employees because of a positive cannabis test result.
- Examples of adverse action include termination, demotion, discipline, etc.

Please reach out to your HR Consultant regarding marijuana use policies and drug testing if you have any questions.

CONNECTICUT PAID FAMILY AND MEDICAL LEAVE NOTICE REQUIREMENTS

What's New: Starting July 1, 2022, Connecticut employers are required to provide employees with written notice upon hire, and annually thereafter, of their rights to Connecticut FMLA and CT Paid Leave. The written notice must explain (1) leave entitlement and eligibility, including qualifying reasons for leave, (2) opportunity to apply for compensation under Connecticut Paid Leave (CTPL), (3) anti-retaliation provisions, and (4) the ability of an employee to file a complaint with the Labor Commissioner.

What Employers Should Do: Employers may satisfy the new regulations by including the requisite information in an employee handbook. The Connecticut Department of Labor and Connecticut Paid Leave Authority have published a template notice for employers to provide employees that satisfies the new requirements. The template notice is available here.

CONNECTICUT'S CAPTIVE AUDIENCE LAW

What's New: Effective July 1, 2022, Connecticut employers may no longer require their employees to (1) attend employer-sponsored meetings that are primarily intended to communicate the employer's opinion on religious and/or political matters, and (2) listen to speech or view communication that has a

primary purpose of communicating the employer's opinion on religious and/or political matters, which may include messaging in support of a political party or labor organization.

Additionally, Connecticut employers are prohibited from threatening or subjecting an employee to discharge or discipline because the employee refuses to (1) attend a prohibited meeting sponsored by the employer or its agent, representative or designee, or (2) listen to prohibited speech and/or communication.

MAINE REQUIRES PAYOUT OF ACCRUED, UNUSED VACATION UPON SEPARATION

What's New: Effective July 19, 2022, Maine will require private employers with 10 or more employees to pay out accrued, but unused vacation upon separation of employment. However, Maine employers do not need to start complying with the requirement until January 1, 2023.

NEW YORK SALARY TRANSPARENCY DEVELOPMENT

What's New: A Bill that requires employers to provide a salary range for all internal and external jobs advertised has passed the state legislature. The new law will become effective 270 days following Governor Hochul's signature. We will continue to keep clients apprised of developments as they occur.