

HRADAR QUARTERLY

REAL HR FOR BUSINESS, TEAMS AND PEOPLE

Here's what should be on your **RADAR...**



HMN Events

- HMN Milestones
- HMN HR Advisor



Competitive Advantage

- Anti-Harassment Training
- Career Mapping
- Lifestyle Accounts (LSA)



Compliance Corner

- Wage Transparency Law
- COVID-19 Vaccination Leave Extended
- Minimum Wage Expectations for 2023
- Compliance Reminders!

HMN 2022 Anniversaries

In September, **Kim Brostko** celebrated her **5th** year with HMN. Kim is a true Master of her craft, contributing to, and embodying the values of HMN. She continually provides exceptional service not only to our clients but keeping us all on track internally as well. With *much* gratitude, we Congratulate Kim on 5 wonderful years and looking forward to many more!

We also celebrated **DeAnna's 1st** year with us in August. Her contributions have helped us to solidify our brand and offer client support when needed. Congratulations, DeAnna!

We're adding to the team!

HMN is looking for an **HR Advisor** to join our amazing team. You can check out details on our [webpage](#) or contact us directly by email for more information. hrinfo@hmnresources.com

Annual Harassment Prevention Training

It's that time of year when businesses start to think about their **NYS Mandated Harassment Prevention** training. If you have not yet held training this past year, you may be one of them! Aside from the obvious guidelines and reminders regarding your company's Harassment policies, this training is equally important in providing a foundation for respectful communication which yields positive returns on the health of your business teams. Our program takes you through the basic mandated course, additionally we emphasizing the importance of respectful communication between colleagues. If this is on your 'to do' list, [reach out](#) and let us help.

Please note that our online service will be under construction from Oct 31st through the end of 2022, but we still have in-person and virtually facilitated sessions available through that time.



Photo by Andrea Piacquadio : Pexels

Road to Success – Maps Provided

If you are feeling the affects of *the Great Resignation (or Great Reshuffle)*, you're not alone.

Talent retention is top of mind for business leaders across all industries and locations. Roughly half of applicants today are looking for a new job that provides greater career growth. Opportunities may exist within organizations but are not clear, transparent, or easily accessible to employees.

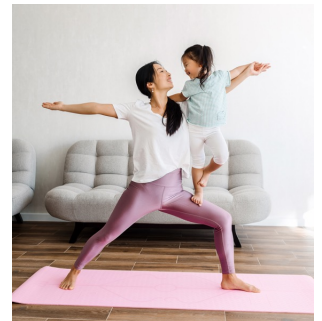


Defining job descriptions, aligning key responsibilities to career growth, and communicating these opportunities *clearly* during onboarding, one-to-one discussions, and during performance reviews can **positively impact** your retention rates. *An Impactful solution is closer than you think.*

HMN Resources has helped organizations connect the dots between roles, responsibilities, and career opportunities through our **Career Growth Mapping** process. Contact us to find out how we can assist you in your retention efforts!

Lifestyle Accounts (LSA's)

Speaking of attracting and retaining talent - have you considered **Lifestyle accounts** for your employees? It's an employer-administered spending account that provides employees additional benefits that are not typically covered by a group health plan. You, the employer, tailor the account and set the rules for its use. These accounts can be used for gym memberships, continuing education, travel, groceries, or anything that you feel employees would value as a benefit. Funds are only taxed when and if they are used, a small tradeoff for offering additional benefits designed to support your team!



Compliance Corner

EFFECTIVE
NOW

NY Wage Transparency Law (effective in certain NY jurisdictions)

The Wage Transparency Law has gone into effect in Ithaca, NY as of Sept 1st, and other jurisdictions are soon to follow. NYC is effective Nov 1st and Westchester County will be required as of Nov 6th. These laws are asking employers with 4 or more employees to disclose a good faith Salary range estimate in job advertisements and postings, transfers or promotions. A bill is on the Governor's desk to make this a state-wide requirement. We will keep our eye on this as it develops.

EFFECTIVE
NOW

COVID-19 Vaccination Leave Extended through to Dec 2023

The paid leave required for New York employees to get their COVID-19 Vaccinations was to expire on Dec 31, 2022 but has now been extended through Dec 31st, 2023. This leave provides up to 4 hours per injection for COVID-19 vaccination or booster. Ensure any written policies reflect the new expiration date.

EFFECTIVE
Dec 31st, 2022

Minimum Wage Increase

NYS Minimum wage is expected to increase to \$14.20 per hour for the majority of NY state and \$15 for NYC, Long Island, and Westchester areas. Public comment closes on December 11th and the increase will become effective December 31st. The Executive and Administrative exemptions will respectively increase to \$1,064.25 per week up from \$990.00 per week (excluding NYC). We will share the new NYS poster once available.

Reminders



NYS Sexual Harassment Hotline- *Should be posted*

Employers are required to post and include information about the NYS Harassment Prevention hotline in any materials you have regarding your sexual harassment prevention policy and procedures. We recommend adding the following to your policy in the section addressing reporting outlets: *"New York Workers experiencing sexual harassment in the workplace may use the free and confidential hotline to connect with pro-bono attorneys on sexual harassment issues or submit a complaint at 1-800-HARASS-3"*