# Emerging Local Regulations And The Multistate Employer

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## Challenges Faced By Multistate Employers

- Complying with state/local laws that differ from federal laws
- Maintaining consistency in the way employees are treated from location to location
  - Variations in rules and policies
  - Variations in benefits
  - Variations in company culture
- Keeping employee files and documentation consistent

# State And Local Law Trends

- Paid Sick Leave
- Ban the Box
- Salary History Bans
- Marijuana Laws
- Harassment Training
- And More…






# Paid Sick Leave

What do paid sick leave laws prescribe?

- Definition of covered employers and employees
- Amount of leave (accrual rates and accrual/use caps)
- Timing (for earning and using leave)
- Reasons for leave (often extends beyond illness or injury)



# Paid Sick Leave (cont.)

What do paid sick leave laws prescribe? (cont.)

- Carryover amounts
- Rate of pay for leave hours taken
- Confirmation of reason for use of leave
- Payout at termination
- Notices and recordkeeping





# Paid Sick Leave (cont.)

States with paid sick leave laws:

- Arizona
- California
- Connecticut
- Maryland
- Massachusetts
- Michigan
- New Jersey
- Oregon
- Rhode Island
- Vermont
- Washington
- plus the District of Columbia and Puerto Rico

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"Emerging Local Regulations and the Multistate Employer"