**Update Your Employee Handbook for 2021 Checklist**

**Federal**

* **EEO:** reflects the [US Supreme Court decision](https://www.xperthr.com/employment-law-manual/eeo-discrimination-federal/2348/#sexual-orientation-and-gender-identity) that terminating an employee merely for being gay or transgender is discrimination based on sex in violation of Title VII (06/15/20)
	+ [EEO Handbook Statement [15-19 Employees]: Federal](https://www.xperthr.com/employee-handbooks/eeo-handbook-statement-15-19-employees-federal/12599/)
	+ [EEO Handbook Statement [20+ Employees]: Federal](https://www.xperthr.com/employment-law-manual/other-leaves-utah/2700/)
* **Overtime:** reflects the [final overtime rule](https://www.xperthr.com/employee-handbooks/scheduling-for-retail-hospitality-and-food-services-handbook-statement-oregon/33331/) updating and revising the Fair Labor Standards Act (FLSA) overtime exemption requirements (01/01/20)
	+ [Employee Classifications Handbook Statement: Federal](https://www.xperthr.com/employment-law-manual/employee-discipline-virginia/2303/)
	+ [Overtime Handbook Statement](https://www.xperthr.com/employment-law-manual/other-leaves-new-jersey/2686/)
	+ [Timekeeping Handbook Statement](https://www.xperthr.com/employee-handbooks/timekeeping-handbook-statement/13824/)
* **Sexual harassment:** reflects the [US Supreme Court decision](https://www.xperthr.com/employment-law-manual/eeo-discrimination-federal/2348/#sexual-orientation-and-gender-identity) ruling that terminating an employee merely for being gay or transgender is discrimination based on sex in violation of Title VII (06/15/20)
	+ [Sexual and Other Unlawful Harassment Handbook Statement [15-19 Employees]](https://www.xperthr.com/employee-handbooks/sexual-and-other-unlawful-harassment-handbook-statement-15-19-employees/13874/)
	+ [Sexual and Other Unlawful Harassment Handbook Statement [20+ Employees]](https://www.xperthr.com/employment-law-manual/eeo-discrimination-virginia/2394/)

**California**

* **Discrimination, harassment and retaliation prevention:** prohibits [discrimination based on hairstyle](https://www.xperthr.com/employee-handbooks/eeo-handbook-statement-virginia/16671/#race-discrimination-ca) under the California Fair Employment and Housing Act (01/01/20)
	+ [Discrimination, Harassment and Retaliation Prevention Handbook Statement [5+ Employees]: California](https://www.xperthr.com/employee-handbooks/paid-sick-time-handbook-statement-15-employees-accrual-method-pittsburgh-pennsylvania/45360/)
* **Family and medical leave:** amends the eligibility requirements for airline flight deck or cabin crew employees to take [leave](https://www.xperthr.com/employment-law-manual/paid-sick-leave-rhode-island/44129/#employee-eligibility-ca) under the California Family Rights Act (01/01/20)
	+ [Family and Medical Leave Handbook Statement [50+ Employees]: California](https://www.xperthr.com/employee-handbooks/sick-and-safe-leave-handbook-statement-1-17-employees-accrual-method-rhode-island/33336/)
* **Family leave insurance:** increases the duration of [paid family leave insurance benefits](https://www.xperthr.com/employment-law-manual/paid-sick-leave-pennsylvania/44128/#paid-family-leave-ca) (07/01/20)
	+ [Family Leave Insurance Handbook Statement: California](https://www.xperthr.com/employment-law-manual/eeo-discrimination-new-york/2380/)
* **Lactation accommodation:** expands [lactation accommodation law](https://www.xperthr.com/employment-law-manual/eeo-discrimination-california/2352/#lactation-breastfeeding-protections-and-accommodations-ca) to address lactation break time requirements, facility requirements, legal violations and lactation policy requirements (01/01/20)
	+ [Lactation Accommodation Handbook Statement: California](https://www.xperthr.com/employee-handbooks/lactation-accommodation-handbook-statement-california/20131/)
* **Organ donor leave:** expands law to require covered employers to provide an employee with an additional [unpaid leave of absence](https://www.xperthr.com/employment-law-manual/other-leaves-california/2660/#bone-marrow-and-organ-donor-leave-ca) for the purpose of organ donation (01/01/20)
	+ [Organ Donor Leave Handbook Statement: California](https://www.xperthr.com/employee-handbooks/paid-family-and-medical-leave-handbook-statement-50-employees-washington/43023/)
* **Time off to vote:** prohibits employers from requiring or requesting that employees bring their [vote-by-mail ballots](https://www.xperthr.com/employment-law-manual/eeo-discrimination-south-dakota/2389/#voting-leave-ca) to work or vote by mail-in ballot while at work, instead of taking time off to vote (01/01/20)
	+ [Time Off to Vote Handbook Statement: California](https://www.xperthr.com/employee-handbooks/employee-classifications-handbook-statement-federal/13797/)
* **San Francisco employer updates**
	+ **Supplemental compensation for new child bonding:** increases the duration of [paid family leave insurance benefits](https://www.xperthr.com/employment-law-manual/disabilities-ada-tennessee/2750/#paid-family-leave-ca) (07/01/20)
		- [Supplemental Compensation for New Child Bonding Handbook Statement [20+ Employees]: San Francisco, California](https://www.xperthr.com/employee-handbooks/pregnancy-accommodation-handbook-statement-tennessee/45628/)

**Colorado**

* **EEO:** prohibits [discrimination based on hairstyle](https://www.xperthr.com/employee-handbooks/cell-phone-usetexting-while-driving-handbook-statement-south-dakota/14990/#race-co) (09/14/20)
	+ [EEO Handbook Statement: Colorado](https://www.xperthr.com/employment-law-manual/fmla-california/2505/)
* **Overtime and minimum pay standards:** makes several changes to [state wage and hour laws](https://www.xperthr.com/employment-law-manual/employee-handbooks-work-rules-employee-conduct-new-york/2237/) under the Colorado Overtime and Minimum Pay Standards (COMPS) Order (03/16/20)
	+ [Acknowledgement of Receipt of Colorado Overtime and Minimum Pay Standards Order (COMPS Order #36) Poster Handbook Statement: Colorado](https://www.xperthr.com/employee-handbooks/acknowledgement-of-receipt-of-colorado-overtime-and-minimum-pay-standards-order-comps-order-36-poster-handbook-statement-colorado/44278/)
	+ [Meal and Rest Breaks Handbook Statement: Colorado](https://www.xperthr.com/employee-handbooks/meal-and-rest-breaks-handbook-statement-colorado/16687/)
	+ [Overtime Handbook Statement: Colorado](https://www.xperthr.com/employee-handbooks/paid-sick-and-safe-leave-handbook-statement-district-of-columbia/16802/)

**District of Columbia**

* **Paid family leave:** gives employees access to the leave and benefits available under the District of Columbia's [Universal Paid Leave Amendment Act](https://www.xperthr.com/employee-handbooks/sexual-and-other-unlawful-harassment-handbook-statement-20-employees/13875/#paid-family-and-medical-leave-dc) (07/01/20)
	+ [Paid Family Leave Handbook Statement: District of Columbia](https://www.xperthr.com/employment-law-manual/eeo-discrimination-washington/2395/)
	+ [Family and Medical Leave Handbook Statement [20-49 Employees]: District of Columbia](https://www.xperthr.com/employment-law-manual/other-leaves-virginia/2702/)
	+ [Family and Medical Leave Handbook Statement [50+ Employees]: District of Columbia](https://www.xperthr.com/employee-handbooks/election-official-leave-handbook-statement-virginia/16675/)
	+ [Paid Sick and Safe Leave Handbook Statement: District of Columbia](https://www.xperthr.com/employment-law-manual/disabilities-ada-virginia/2754/)
* **Time off to vote:** requires employers to provide employees who are eligible to vote at least two hours of [paid leave to vote](https://www.xperthr.com/employment-law-manual/eeo-discrimination-colorado/2353/#voting-leave-dc) in any election held in the District of Columbia (06/24/20)
	+ [Time Off to Vote Handbook Statement: District of Columbia](https://www.xperthr.com/employment-law-manual/eeo-discrimination-south-carolina/2388/)

**Georgia**

* **Lactation accommodation:** expands [lactation/breastfeeding breaks and accommodations](https://www.xperthr.com/employment-law-manual/eeo-discrimination-georgia/2358/#lactation-breastfeeding-protections-and-accommodations-ga) law (08/05/20)
	+ [Lactation Accommodation Handbook Statement: Georgia](https://www.xperthr.com/employee-handbooks/lactation-accommodation-handbook-statement-georgia/15078/)

**Hawaii**

* **Family and medical leave:** amends the [family leave law](https://www.xperthr.com/employment-law-manual/fmla-hawaii/2512/#purpose-and-length-of-leave-hi) regarding covered family members (07/01/20)
	+ [Family and Medical Leave Handbook Statement: Hawaii](https://www.xperthr.com/employee-handbooks/organ-donor-leave-handbook-statement-california/18081/)

**Idaho**

* **Cell phone use/texting while driving:** prohibits a person from [operating a motor vehicle while using a mobile electronic device](https://www.xperthr.com/employee-handbooks/pregnancy-disability-leave-handbook-statement-washington/18006/#driving-policies-id) (07/01/20)
	+ [Cell Phone Use/Texting While Driving Handbook Statement: Idaho](https://www.xperthr.com/employment-law-manual/eeo-discrimination-washington/2395/)

**Illinois**

* **Cell phone use/texting while driving:** expands law prohibiting the use of an [electronic communication device while driving](https://www.xperthr.com/employee-handbooks/pregnancy-and-lactation-accommodation-handbook-statement-washington/26566/#cell-phone-use-while-driving-il) to include the use of an electronic device to watch or stream video (01/01/20)
	+ [Cell Phone Use / Texting While Driving Handbook Statement: Illinois](https://www.xperthr.com/employment-law-manual/paid-sick-leave-washington/44132/)
* **Domestic, sexual or gender violence victim leave:** makes amendments to the [Victims' Economic Security and Safety Act](https://www.xperthr.com/employee-handbooks/temporary-disability-benefits-handbook-statement-new-jersey/40596/#domestic-violence-leave-il) (VESSA) (01/01/20)
	+ [Accommodation for Victims of Domestic, Sexual or Gender Violence Handbook Statement: Illinois](https://www.xperthr.com/employee-handbooks/time-off-to-vote-handbook-statement-utah/14949/)
	+ [Domestic, Sexual or Gender Violence Victim Leave Handbook Statement [1-14 Employees]: Illinois](https://www.xperthr.com/employee-handbooks/overtime-handbook-statement/13825/)
	+ [Domestic, Sexual or Gender Violence Victim Leave Handbook Statement [15-49 Employees]: Illinois](https://www.xperthr.com/employee-handbooks/domestic-sexual-or-gender-violence-victim-leave-handbook-statement-15-49-employees-illinois/4626/)
	+ [Domestic, Sexual or Gender Violence Victim Leave Handbook Statement [50+ Employees]: Illinois](https://www.xperthr.com/employee-handbooks/domestic-sexual-or-gender-violence-victim-leave-handbook-statement-50-employees-illinois/4624/)
* **EEO:** strengthens protections against unlawful discrimination and harassment under the [Illinois Workplace Transparency Act](https://www.xperthr.com/employee-handbooks/overtime-handbook-statement-colorado/16689/#workplace-transparency-act-il) (01/01/20); requires [gender neutral restrooms](https://www.xperthr.com/employee-handbooks/eeo-handbook-statement-colorado/16686/#gender-neutral-restrooms-il) (01/01/20); clarifies [arrest record restrictions](https://www.xperthr.com/employment-law-manual/eeo-discrimination-california/2352/#arrest-and-conviction-record-discrimination-il) (01/01/20); expands and clarifies the [Illinois Human Rights Act](https://www.xperthr.com/employee-handbooks/discrimination-harassment-and-retaliation-prevention-handbook-statement-5-employees-california/22525/#discrimination-under-the-illinois-human-rights-act-il) (07/01/20)
	+ [EEO Handbook Statement: Illinois](https://www.xperthr.com/employment-law-manual/fmla-california/2505/)
* **School visitation leave:** amends the [School Visitation Rights Act](https://www.xperthr.com/employee-handbooks/cell-phone-use-texting-while-driving-handbook-statement-illinois/4632/#school-visitation-leave-il) (SVRA) to cover "behavioral meetings or academic meetings" and prohibit termination because of an absence that is due solely to a reason protected by the SVRA (08/01/20)
	+ [School Visitation Leave Handbook Statement: Illinois](https://www.xperthr.com/employee-handbooks/paid-sick-and-safe-leave-handbook-statement-18-employees-accrual-method-rhode-island/33335/)
* **Sexual and other unlawful harassment:** strengthens protections against unlawful discrimination and harassment under the [Illinois Workplace Transparency Act](https://www.xperthr.com/employee-handbooks/family-leave-insurance-handbook-statement-california/20148/#workplace-transparency-act-il) (01/01/20)
	+ [Sexual and Other Unlawful Harassment Handbook Statement: Illinois](https://www.xperthr.com/employee-handbooks/sexual-and-other-unlawful-harassment-handbook-statement-illinois/38199/)
* **Chicago employer updates**
	+ **Paid sick leave:** reflects amendments to [Chicago's paid sick leave law](https://www.xperthr.com/employment-law-manual/paid-sick-leave-illinois/44120/#chicago-paid-sick-leave-il) regarding employer coverage, employee eligibility, notice and recordkeeping requirements (07/01/20)
		- [Paid Sick Leave Handbook Statement [Accrual Method]: Chicago, Illinois](https://www.xperthr.com/employee-handbooks/paid-sick-leave-handbook-statement-accrual-method-chicago-illinois/26514/)
	+ **Schedules and hours:** requires covered employers to provide advance notice of [work schedules](https://www.xperthr.com/employment-law-manual/other-leaves-district-of-columbia/2664/#chicago-fair-workweek-ordinance-il) to their covered employees, pay additional wages if posted schedules are changed within a certain time period, and offer additional hours to existing employees before hiring new employees (07/01/20)
		- [Schedules and Hours Handbook Statement: Chicago, Illinois](https://www.xperthr.com/employment-law-manual/other-leaves-california/2660/)

**Indiana**

* **Cell phone use/texting while driving:** prohibits a person from holding or [using a telecommunications device](https://www.xperthr.com/employee-handbooks/time-off-to-vote-handbook-statement-california/18090/#driving-policies-in) while operating a mobile vehicle (07/01/20)
	+ [Cell Phone Use/Texting While Driving Handbook Statement: Indiana](https://www.xperthr.com/employment-law-manual/fmla-california/2505/)

**Maryland**

* **EEO:** restricts [salary history inquiries](https://www.xperthr.com/employment-law-manual/paid-sick-leave-new-jersey/44125/#salary-history-inquiry-restrictions-md) and prohibits [hairstyle discrimination](https://www.xperthr.com/employee-handbooks/paid-sick-and-safe-time-handbook-statement-accrual-method-seattle-washington/18013/#race-md) (10/01/20)
	+ [EEO Handbook Statement: Maryland](https://www.xperthr.com/legal-timetable/flsa-overtime-rule-takes-effect/40747/)
* **Sick, safe and parental leave:** amends and expands the [definition of family member](https://www.xperthr.com/legal-timetable/colorado-overtime-and-minimum-pay-standards-comps-order-takes-effect/43064/#qualifying-reasons-for-leave-md) for sick leave purposes (10/01/20)
	+ [Sick, Safe and Parental Leave Handbook Statement [1-14 Employees; Accrual Method]: Maryland](https://www.xperthr.com/employee-handbooks/sick-safe-and-parental-leave-handbook-statement-1-14-employees-accrual-method-maryland/29989/)
	+ [Paid Sick, Safe and Parental Leave Handbook Statement [15+ Employees; Accrual Method]: Maryland](https://www.xperthr.com/employee-handbooks/paid-sick-safe-and-parental-leave-handbook-statement-15-employees-accrual-method-maryland/29985/)

**Massachusetts**

* **Cell phone use/texting while driving:** prohibits use of [handheld mobile phones](https://www.xperthr.com/employment-law-manual/other-leaves-illinois/2669/#driving-policies-ma) while driving (02/23/20)
	+ [Cell Phone Use/Texting While Driving Handbook Statement: Massachusetts](https://www.xperthr.com/employment-law-manual/fmla-district-of-columbia/2509/)
* **Holiday Work - Retail Employees:** adds Juneteenth Independence Day (June 19) to the list of [holidays covered](https://www.xperthr.com/employee-handbooks/domestic-sexual-or-gender-violence-victim-leave-handbook-statement-1-14-employees-illinois/23998/#overtime-pay-for-ma) under the overtime law (07/24/20)
	+ [Holiday Work - Retail Employees Handbook Statement [1-7 Employees]: Massachusetts](https://www.xperthr.com/employee-handbooks/family-and-medical-leave-handbook-statement-20-49-employees-district-of-columbia/16796/)
	+ [Holiday Work - Retail Employees Handbook Statement [8+ Employees]: Massachusetts](https://www.xperthr.com/employment-law-manual/other-leaves-new-mexico/2687/)
* **Overtime:** decreases the overtime rate for [retail employees who work on Sundays and certain holidays](https://www.xperthr.com/employee-handbooks/paid-leave-handbook-statement-accrual-method-bernalillo-county-new-mexico/45643/#overtime-pay-for-ma) (01/01/20)
	+ [Holiday Work - Retail Employees Handbook Statement [1-7 Employees]: Massachusetts](https://www.xperthr.com/employee-handbooks/pregnancy-accommodation-handbook-statement-virginia/45490/)
	+ [Holiday Work - Retail Employees Handbook Statement [8+ Employees]: Massachusetts](https://www.xperthr.com/employee-handbooks/time-off-to-vote-handbook-statement-district-of-columbia/45722/)
	+ [Sunday Work - Retail Employees Handbook Statement [8+ Employees]: Massachusetts](https://www.xperthr.com/employee-handbooks/sunday-work-retail-employees-handbook-statement-8-employees-massachusetts/16588/)

**Minnesota**

* **Duluth employer updates**
	+ **Paid sick and safe time**: requires an employer with five or more employees (regardless of their location) to provide [paid sick and safe leave](https://www.xperthr.com/employment-law-manual/paid-sick-leave-minnesota/44124/#duluth-paid-sick-leave-mn) to eligible employees (01/01/20)
		- [Paid Sick and Safe Time Handbook Statement [Accrual Method]: Duluth, Minnesota](https://www.xperthr.com/employee-handbooks/paid-sick-and-safe-time-handbook-statement-accrual-method-duluth-minnesota/43009/)
* **St. Paul employer updates**
	+ **Minimum wage rights:** requires employers that provide an employee handbook to their employees to include a notice of employees' rights and remedies under the [St. Paul Minimum Wage Ordinance](https://www.xperthr.com/employee-handbooks/family-and-medical-leave-handbook-statement-hawaii/4688/#st-paul-minimum-wage-mn) (01/01/20)
		- [Minimum Wage Rights Handbook Statement: St. Paul, Minnesota](https://www.xperthr.com/employment-law-manual/eeo-harassment-illinois/2412/)

**Nevada**

* **Paid leave:** requires employers with 50 or more employees in the state to provide [paid leave](https://www.xperthr.com/employee-handbooks/cell-phone-usetexting-while-driving-handbook-statement-idaho/14970/#paid-leave-nv) that employees may use for any reason (01/01/20)
	+ [Paid Leave Handbook Statement: Nevada](https://www.xperthr.com/employment-law-manual/paid-sick-leave-new-york/44126/)
* **Smoke-free workplace:** expands the prohibition of [smoking in indoor places of employment](https://www.xperthr.com/employee-handbooks/paid-sick-and-safe-leave-handbook-statement-100-employees-new-york/45635/#smoking-in-the-nv) to include the use of an electronic smoking device (01/01/20)
	+ [Smoke-Free Workplace Handbook Statement: Nevada](https://www.xperthr.com/employee-handbooks/eeo-handbook-statement-20-employees-federal/12609/)

**New Jersey**

* **EEO:** restricts an employer from making [salary history inquiries](https://www.xperthr.com/employee-handbooks/accommodation-for-victims-of-domestic-sexual-or-gender-violence-handbook-statement-illinois/4590/#salary-history-inquiry-restrictions-nj) (01/01/20)
	+ [EEO Handbook Statement: New Jersey](https://www.xperthr.com/employment-law-manual/paid-sick-leave-maryland/44121/)
* **Family leave:** amends leave benefits under the [New Jersey Family Leave Act](https://www.xperthr.com/employment-law-manual/fmla-new-jersey/2531/#new-jersey-family-nj) regarding absences related to communicable diseases (03/25/20)
	+ [Family Leave Handbook Statement: New Jersey](https://www.xperthr.com/employee-handbooks/family-leave-handbook-statement-new-jersey/18031/)
* **Family leave insurance:** amends [paid family leave benefits](https://www.xperthr.com/employment-law-manual/eeo-harassment-illinois/2412/#paid-family-leave-nj) regarding absences related to communicable diseases (03/25/20); increases the amount of [paid family leave benefits](https://www.xperthr.com/employee-handbooks/eeo-handbook-statement-maryland/13753/#paid-family-leave-nj) (07/01/20)
	+ [Family Leave Insurance Handbook Statement: New Jersey](https://www.xperthr.com/employment-law-manual/overtime-massachusetts/423/)
* **Military leave:** reflects expansion of [military protections](https://www.xperthr.com/employment-law-manual/eeo-discrimination-illinois/2361/#new-jersey-military-nj) (01/09/20)
	+ [Military Leave Handbook Statement: New Jersey](https://www.xperthr.com/employee-handbooks/eeo-handbook-statement-new-jersey/18025/)
* **Paid sick and safe leave:** reflects final rules implementing the [Earned Sick Leave Law](https://www.xperthr.com/employment-law-manual/eeo-discrimination-illinois/2361/#paid-sick-leave-nj) (01/06/20); amends [paid sick leave benefits](https://www.xperthr.com/employee-handbooks/family-and-medical-leave-handbook-statement-50-employees-district-of-columbia/16797/#qualifying-reasons-for-leave-nj) regarding absences related to communicable diseases (03/25/20)
	+ [Paid Sick and Safe Leave Handbook Statement [Accrual Method]: New Jersey](https://www.xperthr.com/employment-law-manual/hr-and-workplace-safety-massachusetts/6161/)
* **Temporary disability benefits:** amends [temporary disability benefits](https://www.xperthr.com/employee-handbooks/cell-phone-usetexting-while-driving-handbook-statement-massachusetts/16606/#temporary-disability-benefits-nj) regarding absences related to communicable diseases (03/25/20); expands Temporary Disability Benefits Law to provide job-protected leave to individuals who are unable to work because they are [donating an organ or bone marrow](https://www.xperthr.com/employee-handbooks/paid-family-leave-handbook-statement-district-of-columbia/45501/#bone-marrow-and-organ-donor-leave-nj) (05/20/20); allows payment of [partial temporary disability benefits](https://www.xperthr.com/employment-law-manual/insurance-and-disability-benefits-new-jersey/833/#partial-benefits-nj) (06/17/20); increases the amount of [temporary disability benefits](https://www.xperthr.com/employment-law-manual/insurance-and-disability-benefits-new-jersey/833/#temporary-disability-benefits-nj) (07/01/20)
	+ [Temporary Disability Benefits Handbook Statement: New Jersey](https://www.xperthr.com/employee-handbooks/family-and-medical-leave-handbook-statement-50-employees-california/18064/)
	+ [Reinstatement Following Bone Marrow and Organ Donation Handbook Statement: New Jersey](https://www.xperthr.com/employment-law-manual/managing-employees-in-special-situations-federal/2759/)

**New Mexico**

* **Pregnancy accommodation:** requires covered employers under the New Mexico Human Rights Act to provide a [reasonable accommodation](https://www.xperthr.com/employee-handbooks/holiday-work-retail-employees-handbook-statement-8-employees-massachusetts/16591/#pregnancy-accommodation-nm) for an employee or job applicant arising from pregnancy, childbirth or a condition related to pregnancy or childbirth (05/20/20)
	+ [Pregnancy Accommodation Handbook Statement: New Mexico](https://www.xperthr.com/employment-law-manual/hr-and-workplace-safety-indiana/3153/)
* **Bernalillo County employer updates**
	+ **Paid leave:** requires covered employers to provide eligible employees with [earned paid time off](https://www.xperthr.com/employment-law-manual/hr-and-workplace-safety-illinois/3152/#bernalillo-county-earned-paid-time-off-nm) to be used for any reason (10/01/20)
		- [Paid Leave Handbook Statement [Accrual Method]: Bernalillo County, New Mexico](https://www.xperthr.com/employee-handbooks/supplemental-compensation-for-new-child-bonding-handbook-statement-20-employees-san-francisco-california/25097/)

**New York**

* **Domestic violence victim leave:** expands the applicability of the New York State Human Rights Law to all [private employers](https://www.xperthr.com/employment-law-manual/minimum-wage-minnesota/338/), regardless of size (02/08/20)
	+ [Domestic Violence Victim Leave Handbook Statement: New York](https://www.xperthr.com/employment-law-manual/hr-and-workplace-safety-idaho/7482/)
* **EEO:** restricts [salary history inquiries](https://www.xperthr.com/employment-law-manual/employment-offer-new-york/1665/#salary-history-inquiry-restrictions-ny) (01/06/20); expands the applicability of the New York State Human Rights Law (NYSHRL) to all [private employers](https://www.xperthr.com/legal-timetable/new-york-state-human-rights-laws-applicability-to-private-employers-expanded/40658/), regardless of size (02/08/20); amends NYSHRL regulations on [gender identity or expression](https://www.xperthr.com/employment-law-manual/eeo-discrimination-new-york/2380/#gender-identity-or-expression-discrimination-ny) (06/24/20)
	+ [EEO Handbook Statement: New York](https://www.xperthr.com/employment-law-manual/fmla-new-jersey/2531/)
* **Paid family leave benefits:** increases [paid family leave benefits](https://www.xperthr.com/employment-law-manual/interviewing-and-selecting-job-candidates-new-jersey/6836/#paid-family-leave-ny) rate (01/01/20)
	+ [Paid Family Leave Benefits Handbook Statement: New York](https://www.xperthr.com/employee-handbooks/family-leave-insurance-handbook-statement-new-jersey/18043/)
* **Paid sick and safe leave:** requires most employers to provide [paid sick and safe leave](https://www.xperthr.com/employee-handbooks/holiday-work-retail-employees-handbook-statement-1-7-employees-massachusetts/16589/#paid-sick-leave-ny) to eligible employees and certain smaller employers to provide unpaid sick and safe leave (09/30/20)
	+ [Paid Sick and Safe Leave Handbook Statement [100+ Employees]: New York](https://www.xperthr.com/employee-handbooks/eeo-handbook-statement-illinois/3224/)
* **Pregnancy accommodation:** expands the applicability of New York State Human Rights Law to all [private employers](https://www.xperthr.com/employee-handbooks/paid-sick-and-safe-leave-handbook-statement-accrual-method-new-jersey/33644/), regardless of size (02/08/20)
	+ [Pregnancy Accommodation Handbook Statement: New York](https://www.xperthr.com/employment-law-manual/userra-new-jersey/2582/)
* **Reproductive health decisions:** requires an employer that provides an employee handbook to include notice of the law regarding [reproductive health decisions](https://www.xperthr.com/employment-law-manual/eeo-discrimination-illinois/2361/#reproductive-health-decisions-ny) and related employee rights and remedies (01/07/20)
	+ [Reproductive Health Decisions Handbook Statement: New York](https://www.xperthr.com/employee-handbooks/reproductive-health-decisions-handbook-statement-new-york/42988/)
* **Time off to vote:** amends the [voting leave law](https://www.xperthr.com/employment-law-manual/other-leaves-new-york/2688/#voting-leave-ny) (04/03/20)
	+ [Time Off to Vote Handbook Statement: New York](https://www.xperthr.com/employee-handbooks/time-off-to-vote-handbook-statement-new-york/15183/)
* **New York City employer updates**
	+ **Accommodation for victims of domestic violence, sex offenses or stalking:** expands coverage of the [New York City Human Rights Law](https://www.xperthr.com/employee-handbooks/reinstatement-following-bone-marrow-and-organ-donation-handbook-statement-new-jersey/45422/#new-york-city-discrimination-ny) (01/11/20)
		- [Accommodation for Victims of Domestic Violence, Sex Offenses or Stalking Handbook Statement: New York City, New York](https://www.xperthr.com/employee-handbooks/minimum-wage-rights-handbook-statement-st-paul-minnesota/44148/)
	+ **Cooperative dialogue about accommodation needs:** expands coverage of the [New York City Human Rights Law](https://www.xperthr.com/employment-law-manual/other-leaves-nevada/2684/#new-york-city-discrimination-ny) (01/11/20)
		- [Cooperative Dialogue about Accommodation Needs Handbook Statement: New York City, New York](https://www.xperthr.com/employee-handbooks/cell-phone-usetexting-while-driving-handbook-statement-indiana/16335/)
	+ **Discrimination on the basis of gender, gender identity or transgender status:** expands coverage of the [New York City Human Rights Law](https://www.xperthr.com/employment-law-manual/other-leaves-illinois/2669/#new-york-city-discrimination-ny) (01/11/20)
		- [Discrimination on the Basis of Gender, Gender Identity or Transgender Status Handbook Statement: New York City, New York](https://www.xperthr.com/legal-timetable/new-york-state-human-rights-laws-applicability-to-private-employers-expanded/40658/)
	+ **Pregnancy accommodation:** expands coverage of the [New York City Human Rights Law](https://www.xperthr.com/employee-handbooks/schedules-and-hours-handbook-statement-chicago-illinois/45500/#new-york-city-discrimination-ny) (01/11/20)
		- [Pregnancy Accommodation Handbook Statement: New York City, New York](https://www.xperthr.com/employee-handbooks/pregnancy-accommodation-handbook-statement-new-york-city-new-york/33766/)

**Oregon**

* **Family and medical leave:** amends the definition of serious health condition under the [Oregon Family Leave Act](https://www.xperthr.com/employment-law-manual/fmla-oregon/2538/#purpose-and-length-of-leave-or) to cover organ and tissue donation (01/01/20); amends regulations regarding [sick child leave](https://www.xperthr.com/employment-law-manual/fmla-oregon/2538/#oregon-family-leave-or) (09/14/20)
	+ [Family and Medical Leave Handbook Statement (25-49 Employees): Oregon](https://www.xperthr.com/employee-handbooks/eeo-handbook-statement-new-york/15175/)
	+ [Family and Medical Leave Handbook Statement [50+ Employees]: Oregon](https://www.xperthr.com/employment-law-manual/fmla-new-jersey/2531/)
* **Pregnancy accommodation:** requires employers with six or more employees to provide [reasonable accommodations](https://www.xperthr.com/employee-handbooks/military-leave-handbook-statement-new-jersey/18041/#pregnancy-accommodations-or) for an employee's limitations related to pregnancy, childbirth or related medical conditions (including lactation) (01/01/20)
	+ [Pregnancy Accommodation Handbook Statement: Oregon](https://www.xperthr.com/employment-law-manual/paid-sick-leave-new-jersey/44125/)
	+ [Lactation Accommodation Handbook Statement: Oregon](https://www.xperthr.com/employment-law-manual/interviewing-and-selecting-job-candidates-maryland/1608/)
* **Scheduling for retail, hospitality and food services:** requires covered employers to post a [written work schedule](https://www.xperthr.com/legal-timetable/new-york-state-human-rights-laws-applicability-to-private-employers-expanded/40658/#advance-scheduling-or) at least 14 calendar days before the first day of the work schedule (07/01/20)
	+ [Scheduling for Retail, Hospitality and Food Services Handbook Statement: Oregon](https://www.xperthr.com/employment-law-manual/insurance-and-disability-benefits-new-jersey/833/)
* **Sexual and other unlawful harassment:** limits use of [nondisclosure agreements](https://www.xperthr.com/employee-handbooks/paid-family-leave-benefits-handbook-statement-new-york/29880/#employment-agreements-or) and requires a workplace antidiscrimination policy (10/01/20)
	+ [Sexual and Other Unlawful Harassment Handbook Statement: Oregon](https://www.xperthr.com/employee-handbooks/sexual-and-other-unlawful-harassment-handbook-statement-oregon/45645/)

**Pennsylvania**

* **Philadelphia employer updates**
	+ **Schedules and hours:** establishes [predictable work schedule requirements](https://www.xperthr.com/employment-law-manual/managing-employees-in-special-situations-federal/2759/#philadelphia-fair-workweek-ordinance) for certain employees (04/01/20)
		- [Schedules and Hours Handbook Statement: Philadelphia, Pennsylvania](https://www.xperthr.com/employee-handbooks/schedules-and-hours-handbook-statement-philadelphia-pennsylvania/45438/)
* **Pittsburgh employer updates**
	+ **Paid sick time:** requires certain Pittsburgh employers to provide [paid sick leave](https://www.xperthr.com/employee-handbooks/school-visitation-leave-handbook-statement-illinois/4607/#pittsburgh-paid-sick-leave-pa) to their employees (03/15/20)
		- [Sick Time Handbook Statement [1-14 Employees; Accrual Method]: Pittsburgh, Pennsylvania](https://www.xperthr.com/employment-law-manual/disabilities-ada-new-mexico/2739/)
		- [Paid Sick Time Handbook Statement [15+ Employees; Accrual Method]: Pittsburgh, Pennsylvania](https://www.xperthr.com/employee-handbooks/pregnancy-accommodation-handbook-statement-new-mexico/45430/)

**Rhode Island**

* **Sick and safe leave:** increases [sick and safe leave](https://www.xperthr.com/employee-handbooks/cooperative-dialogue-about-accommodation-needs-handbook-statement-new-york-city-new-york/33767/#paid-sick-leave-ri) accrual and use caps (01/01/20)
	+ [Sick and Safe Leave Handbook Statement [1-17 Employees; Accrual Method]: Rhode Island](https://www.xperthr.com/employment-law-manual/overtime-massachusetts/423/)
	+ [Paid Sick and Safe Leave Handbook Statement [18+ Employees; Accrual Method]: Rhode Island](https://www.xperthr.com/employment-law-manual/eeo-discrimination-new-york/2380/)

**South Carolina**

* **Lactation accommodation:** requires employers to provide employees with certain [lactation accommodations](https://www.xperthr.com/employee-handbooks/domestic-violence-victim-leave-handbook-statement-new-york/40808/#lactation-breastfeeding-protections-and-accommodations-sc) (07/25/20)
	+ [Lactation Accommodation Handbook Statement: South Carolina](https://www.xperthr.com/employee-handbooks/lactation-accommodation-handbook-statement-south-carolina/45551/)
	+ [Pregnancy Accommodation Handbook Statement: South Carolina](https://www.xperthr.com/employee-handbooks/pregnancy-accommodation-handbook-statement-south-carolina/33337/)

**South Dakota**

* **Cell phone use/texting while driving:** prohibits the [use of a mobile electronic device](https://www.xperthr.com/employment-law-manual/hr-and-workplace-safety-south-dakota/6925/#driving-policies-sd) while operating a motor vehicle (07/01/20)
	+ [Cell Phone Use/Texting While Driving Handbook Statement: South Dakota](https://www.xperthr.com/employment-law-manual/eeo-discrimination-maryland/2368/)
* **EEO:** extends [discrimination protections](https://www.xperthr.com/employment-law-manual/fmla-new-york/2533/#covered-employers-and-employees-sd) under the South Dakota Human Rights Act to interns (07/01/20)
	+ [EEO Handbook Statement: South Dakota](https://www.xperthr.com/employment-law-manual/disabilities-ada-oregon/2745/)

**Tennessee**

* **Pregnancy accommodation:** requires Tennessee employers with 15 or more employees to provide [reasonable accommodations](https://www.xperthr.com/employee-handbooks/pregnancy-accommodation-handbook-statement-oregon/43008/#pregnancy-accommodations-tn) for an employee's limitations related to pregnancy, childbirth or related medical conditions (10/01/20)
	+ [Pregnancy Accommodation Handbook Statement: Tennessee](https://www.xperthr.com/employment-law-manual/employee-health-nevada/3253/)

**Utah**

* **Time off to vote:** amends [voter protections](https://www.xperthr.com/employee-handbooks/family-and-medical-leave-handbook-statement-25-49-employees-oregon/16819/#voting-leave-ut) (05/12/20)
	+ [Time Off to Vote Handbook Statement: Utah](https://www.xperthr.com/employee-handbooks/pregnancy-accommodation-handbook-statement-new-york/22258/)

**Virginia**

* **Discussion of wages:** prohibits employers from limiting employees' [discussion of wage information](https://www.xperthr.com/employment-law-manual/eeo-discrimination-oregon/2385/#discussion-of-wages-va), and imposes a civil penalty for any violations (07/01/20)
	+ [Discussion of Wages Handbook Statement: Virginia](https://www.xperthr.com/employee-handbooks/discussion-of-wages-handbook-statement-virginia/45491/)
* **EEO:** expands [pregnancy and lactation protections](https://www.xperthr.com/employment-law-manual/disabilities-ada-virginia/2754/#pregnancy-accommodations-va) (07/01/20); prohibits discrimination [based on hairstyle](https://www.xperthr.com/employment-law-manual/eeo-discrimination-virginia/2394/#race-va) (07/01/20); expands [discrimination protections](https://www.xperthr.com/employee-handbooks/holiday-work-retail-employees-handbook-statement-1-7-employees-massachusetts/16589/#virginia-human-rights-act-va) under the Virginia Human Rights Act (e.g., extending discrimination protections to employees and applicants based on sexual orientation, gender identity and veteran status) and creates new enforcement procedures (07/01/20)
	+ [EEO Handbook Statement: Virginia](https://www.xperthr.com/employee-handbooks/accommodation-for-victims-of-domestic-violence-sex-offenses-or-stalking-handbook-statement-new-york-city-new-york/15178/)
* **Election official leave:** amends [election official leave law](https://www.xperthr.com/employment-law-manual/eeo-discrimination-new-york/2380/#election-official-leave-va) (07/01/20)
	+ [Election Official Leave Handbook Statement: Virginia](https://www.xperthr.com/employee-handbooks/holiday-work-retail-employees-handbook-statement-8-employees-massachusetts/16591/)
* **Pregnancy accommodation:** expands [pregnancy and lactation protections](https://www.xperthr.com/employment-law-manual/eeo-discrimination-new-york/2380/#pregnancy-accommodations-va) (07/01/20)
	+ [Pregnancy Accommodation Handbook Statement: Virginia](https://www.xperthr.com/employee-handbooks/discrimination-on-the-basis-of-gender-gender-identity-or-transgender-status-handbook-statement-new-york-city-new-york/23968/)

**Washington**

* **EEO:** prohibits discrimination based on [citizenship and immigration status](https://www.xperthr.com/employee-handbooks/sick-time-handbook-statement-1-14-employees-accrual-method-pittsburgh-pennsylvania/45361/#citizenship-and-immigration-status-wa) and [hairstyle](https://www.xperthr.com/employment-law-manual/disabilities-ada-washington/2755/#race-wa) (06/11/20)
	+ [EEO Handbook Statement: Washington](https://www.xperthr.com/employee-handbooks/eeo-handbook-statement-washington/17995/)
* **Paid family and medical leave:** provides for [paid family and medical leave (PFML) benefits](https://www.xperthr.com/employment-law-manual/fmla-washington/2547/#paid-family-leave-wa) (01/01/20); expands definitions under the PFML law (03/25/20); amends PFML law regarding waiting periods, supplemental benefit payments; disqualification from benefits, conditional waivers, voluntary plan premiums and enforcement and penalties (06/11/20)
	+ [Paid Family and Medical Leave Handbook Statement [50+ Employees]: Washington](https://www.xperthr.com/employee-handbooks/smoke-free-workplace-handbook-statement-nevada/16626/)
	+ [Pregnancy Disability Leave Handbook Statement: Washington](https://www.xperthr.com/employee-handbooks/family-and-medical-leave-handbook-statement-50-employees-oregon/16820/)
* **Pregnancy and lactation accommodation:** amends [pregnancy accommodation](https://www.xperthr.com/employee-handbooks/eeo-handbook-statement-south-dakota/14984/#pregnancy-accommodations-wa) certification requirement (06/11/20)
	+ [Pregnancy and Lactation Accommodation Handbook Statement: Washington](https://www.xperthr.com/employee-handbooks/paid-leave-handbook-statement-nevada/42955/)
* **Seattle employer updates**
	+ **Paid sick and safe time:** amends [Seattle's Paid Sick and Safe Time (PSST)](https://www.xperthr.com/employee-handbooks/lactation-accommodation-handbook-statement-oregon/16837/#seattle-paid-sick-leave-wa) ordinance to allow employees to use their PSST when a family member's school or place of care has been closed and to require an employer with 250 or more full-time equivalent employees to allow their employees to take PSST when their place of business has been closed for any health or safety reason (03/18/20)
		- [Paid Sick and Safe Time Handbook Statement [Accrual Method]: Seattle, Washington](https://www.xperthr.com/employment-law-manual/managing-employees-in-special-situations-federal/2759/)