

Midyear Edition:

Update Your Employee Handbook With 2022 Developments



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Most employers are well aware of the importance of keeping their employee handbook current with legal developments on the federal, state and local levels. But with changes happening at such a rapid pace – already in the first half of 2022 there have been **more than 25 legal developments nationwide impacting handbooks** – keeping employee policies up to date and compliant with the law can be a daunting task.

This checklist will help. Organized by jurisdiction, it lists significant new or changed compliance requirements that impact employee-facing policies, based on legal developments that took effect between January 1, 2022, and June 30, 2022. It also includes links to the corresponding model employee handbook statements. Employers should refer to the jurisdictions listed below and complete the updates to their employee handbook(s) based on where they have operations or remote employees, and whether the laws are applicable to their workplace.

An updated version of this checklist covering laws going into effect July 1, 2022, through December 31, 2022, will be published in January 2023, to provide a full listing for 2022.

This checklist does not include certain COVID-19-related laws that are temporary in nature (e.g., in effect for a defined short period or for the duration of the public health emergency). Those policy templates can be located in the Coronavirus [\(COVID-19\): Temporary Handbook Statements](#) resource.

California

- **Family and medical leave:** expands [coverage](#) to include care of parents-in-law (1/1/22)
 - [Family Care and Medical Leave Handbook Statement \[5-49 Employees\]: California](#)
 - [Family and Medical Leave Handbook Statement \[50+ Employees\]: California](#)

Colorado

- **Overtime and minimum pay standards:** modifies the [Colorado Overtime and Minimum Pay Standards \(COMPS\) Order](#) (1/1/22)
 - [Acknowledgement of Receipt of Colorado Overtime and Minimum Pay Standards Order \(COMPS Order #38\) Poster Handbook Statement: Colorado](#)
 - [Meal and Rest Breaks Handbook Statement: Colorado](#)
 - [Overtime Handbook Statement: Colorado](#)
- **Paid sick and safe leave and public health emergency leave:** amends [paid sick leave](#) compensation rules and expands coverage to include employers with fewer than 16 employees (1/1/22)
 - [Paid Sick and Safe Leave and Public Health Emergency Leave \[Accrual Method\] Handbook Statement: Colorado](#)
- **Vacation:** clarifies the definition of [vacation pay](#) (1/1/22)
 - [Vacation Handbook Statement: Colorado](#)

Connecticut

- **Domestic violence victim leave:** provides [paid leave benefits](#) for leave taken for reasons related to domestic violence (1/1/22)
 - [Family Violence Victim Leave Handbook Statement: Connecticut](#)
- **Family and medical leave:** provides [paid leave benefits](#) for leave taken under the Connecticut Family and Medical Leave Act (CTFMLA) and amends the [CTFMLA](#) regarding employer coverage, employee eligibility, duration of leave and more (1/1/22)
 - [Family and Medical Leave Handbook Statement: Connecticut](#)
- **Paid family leave:** provides [paid leave benefits](#) for leave taken under the CTFMLA and for reasons related to domestic violence (1/1/22)
 - [Paid Family and Medical Leave Benefits Handbook Statement: Connecticut](#)

Illinois

- **Domestic, sexual, gender or criminal violence leave:** amends the [Victims' Economic Security and Safety Act \(VESSA\)](#) to increase employee coverage, change employee documentation requirements and require employer confidentiality (1/1/22); amends [VESSA](#) to cover military proceedings related to crimes of violence (5/19/22)
 - [Leave for Victims of Domestic, Sexual or Gender Violence or Any Other Crime of Violence \[1-14 Employees\]: Illinois](#)
 - [Leave for Victims of Domestic, Sexual or Gender Violence or Any Other Crime of Violence \[15-49 Employees\]: Illinois](#)
 - [Leave for Victims of Domestic, Sexual or Gender Violence or Any Other Crime of Violence \[50+ Employees\]: Illinois](#)
 - [Accommodation for Victims of Domestic, Sexual or Gender Violence or Any Other Crime of Violence: Illinois](#)
 - [Witness Leave: Illinois](#) (updated due to 1/1/22 development only)

Massachusetts

- **Overtime:** decreases the overtime rate for [retail employees who work on Sundays and certain holidays](#) (1/1/22)
 - [Holiday Work - Retail Employees Handbook Statement \[1-7 Employees\]: Massachusetts](#)
 - [Holiday Work - Retail Employees Handbook Statement \[8+ Employees\]: Massachusetts](#)
 - [Sunday Work - Retail Employees Handbook Statement \[8+ Employees\]: Massachusetts](#)

Minnesota

- **Pregnancy and lactation accommodations:** expands [coverage](#) of the state's pregnancy accommodation requirements and amends [lactation accommodation requirements](#) (1/1/22)
 - [Pregnancy Accommodation Handbook Statement: Minnesota](#)
 - [Lactation Accommodation Handbook Statement: Minnesota](#)

Mississippi

- **EEO:** legalizes the [medical use of cannabis](#) (2/2/22)
 - [EEO Handbook Statement: Mississippi](#)

Montana

- **EEO:** amends definition of lawful product to include [marijuana](#) (1/1/22)
 - [EEO Handbook Statement: Montana](#)

New York

- ❑ **Electronic monitoring:** requires [prior written notice](#) to employees regarding electronic monitoring (5/7/22)
 - [Notice to New York Employees of Electronic Monitoring Handbook Statement: New York](#)
 - [Acknowledgement of Receipt of Notice to New York Employees of Electronic Monitoring Handbook Statement: New York](#)
- ❑ **Reproductive health decisions:** reflects New York District Court decision regarding [handbook notice requirement](#) (3/29/22)
 - [Reproductive Health Decisions Handbook Statement: New York](#)
- ❑ **Sexual harassment:** establishes that [disclosure of personnel records](#) counts as retaliation under the New York State Human Rights Law (NYSHRL) (3/16/22)
 - [Sexual Harassment Handbook Statement: New York](#)
- ❑ **Temporarily disability benefits:** amends [eligibility requirements](#) for domestic or personal employees (1/1/22)
 - [Disability Benefits Handbook Statement: New York](#)

North Carolina

- ❑ **Charlotte employer updates**
 - EEO: [prohibits employment discrimination](#) on the basis of certain protected classes (1/1/22)
 - [EEO Handbook Statement: North Carolina](#)

Oregon

- ❑ **EEO:** prohibits [hairstyle discrimination](#) (1/1/22)
 - [EEO Handbook Statement: Oregon](#)
- ❑ **Family and medical leave:** expands [eligibility](#) to all employees during a public health emergency (1/1/22)
 - [Family and Medical Leave Handbook Statement \[25-49 Employees\]: Oregon](#)
 - [Family and Medical Leave Handbook Statement \[50+ Employees\]: Oregon](#)
- ❑ **Sick and safe time:** expands [leave](#) for reasons related to a public health emergency (4/1/22)
 - [Unpaid Sick and Safe Time Handbook Statement \[1-9 Employees; Accrual Method\]: Oregon](#)
 - [Unpaid Sick and Safe Time Handbook Statement \[1-9 Employees; Lump Sum Method\]: Oregon](#)
 - [Paid Sick and Safe Time Handbook Statement \[10+ Employees; Accrual Method\]: Oregon](#)
 - [Paid Sick and Safe Time Handbook Statement \[10+ Employees; Lump Sum Method\]: Oregon](#)

Pennsylvania

- ❑ **Allegheny County employer updates**
 - **Paid sick time:** amends the [Paid Sick Days Ordinance](#) to exclude from eligibility employees who are members of a construction labor union covered by a collective bargaining agreement (4/15/22)
 - [Paid Sick Time Handbook Statement: Allegheny County, Pennsylvania](#)
- ❑ **Philadelphia employer updates**
 - **COVID-19 leave:** provides [paid sick leave](#) for certain COVID-19-related absences (3/9/22)
 - [COVID-19 Leave Handbook Statement: Philadelphia, Pennsylvania](#)

Rhode Island

- ❑ **Temporary caregiver insurance and leave:** increases number of weeks of [paid leave](#) in a benefit year (1/1/22)
 - [Temporary Caregiver Insurance and Leave Handbook Statement: Rhode Island](#)

Tennessee

- ❑ **EEO:** prohibits certain rules or policies that fail to recognize [acquired immunity](#) as providing COVID-19 immune protection (4/30/22)
 - [EEO Handbook Statement: Tennessee](#)
- ❑ **Time off on Veterans Day:** requires employers to allow employees who are veterans to have [Veterans Day](#) off as an unpaid holiday (4/20/22)
 - [Time Off on Veterans Day Handbook Statement: Tennessee](#)

Utah

- ❑ **Cell phone use/texting while driving:** expands [prohibitions](#) on use of wireless communication devices while driving (5/4/22)
 - [Cell Phone Use/Texting While Driving Handbook Statement: Utah](#)
- ❑ **EEO:** expands [genetic testing prohibitions](#) (5/4/22)
 - [EEO Handbook Statement: Utah](#)

Washington

- ❑ **Paid family and medical leave:** amends [paid family and medical leave law](#) related to qualifying reasons for leave, leave amounts and collective bargaining agreements, and clarifies rules related to waiting periods (6/9/22)
 - [Paid Family and Medical Leave Handbook Statement: Washington](#)