

Industrial UI Services Newsletter, December 2022

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[Industrial U.I. Services \(IUI\)](#) is a nationally recognized leader in Unemployment Insurance Cost Control and Human Resource Services. IUI is proud to provide personal service by staff fully knowledgeable about the particular laws of each state in which its clients do business, from the inception of the UI claim through the entire hearing and appeal process. Our offered Human Resource Services include employee handbook development and implementation, policy and management training including diversity equity, and inclusion (DEI), anti-harassment and compliance, and other vital and necessary HR support services.

We appreciate you taking the time to read our newsletter. If you would like to book a meeting with us, [please click here.](#)

From our office to yours, we wish you a very happy and safe holiday season.



HR Support Services

Check out the latest news and developments:

- *USDOL proposes rule that aims to tighten independent contractor definition*
- *Employers can expect a tougher time justifying an independent contractor classification*
 - *Independent contractor or employee? A new test might be around the corner...*

→ *Manager training is key. States and municipalities, such as NY, NYC, CA, CT, DE, DC, IL, Chicago, ME, require that all employees receive annual harassment training. [Click link for details.](#)*

→ *NYC Transparency law in effect as of November 1, 2022. Employers must disclose salary information in job advertisements, either with a range or a specific wage. California also passed similar legislation.*

→ *Salary minimum wage update for upstate NY effective 12/31/22 to \$14.20 per hour and \$14.13 per hour in NJ effective 1/1/23.*

→ **EEOC "Know Your Rights" Poster**

→ *As of 1/1/23, California law prohibits employment discrimination based on an individual's reproductive health decision making. In addition, hate crimes extends to hate symbols in the workplace.*

→ *Contact us for assistance with your DEI needs. According to SHRM 63% of employers have dedicated "little to no" resources to DE&I efforts. In addition, recent reports indicate that voluntary turnover costs about \$110,000 per lost employee.*

→ *If you practice law in NJ and need CLE credit, check out our latest course, [The Ethical Impact of Unconscious Bias on Diversity and Inclusion](#). This course is approved by the Board of Continuing Legal Education (CLE) of the Supreme Court of New Jersey for 1 hour of total CLE credit. Of these, one qualifies as an hour of credit for ethics/professionalism, diversity, inclusion, and elimination of bias. [Click here for details.](#)*