

2023

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Introduction



Adam P. Mastroleo

Member
amastroleo@bsk.com
Syracuse, NY



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School Law Update



Kate I. Reid

Member
kreid@bsk.com
Syracuse, NY



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COVID Update



Adam P. Mastroleo

Member
amastroleo@bsk.com
Syracuse, NY



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CDC Mask Guidance Update

- February 25, 2022 Update - <https://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/about-face-coverings.html>

Know the COVID-19 Community Level where you live

COVID-19 Community Levels are a tool to help communities decide what prevention steps to take based on the latest data.

- Low**
 - Wear a mask based on your personal preference, informed by your personal level of risk.
- Medium**
 - If you are immunocompromised or at [high risk for severe illness](#)
 - Talk to your healthcare provider about additional precautions, such as wearing masks or respirators indoors in public.
 - If you live with or have social contact with someone at high risk for severe illness, consider testing yourself for infection before you get together and wearing a mask when indoors with them.
- High**
 - Wear a well-fitting mask indoors in public, regardless of vaccination status or individual risk (including in K-12 schools and other community settings).
 - If you are immunocompromised or at [high risk for severe illness](#)
 - Wear a mask or respirator that provides you with greater protection.

COVID-19 County Check
Find community levels and prevention steps by county.

Select a Location (all fields required)

New York Onondaga County Go



CDC Mask Guidance

- How CDC measures COVID-19 Community Levels: <https://www.cdc.gov/coronavirus/2019-ncov/science/community-levels.html>

COVID-19 Community Levels - Use the Highest Level that Applies to Your Community				
New COVID-19 Cases Per 100,000 people in the past 7 days	Indicators	Low	Medium	High
Fewer than 200	New COVID-19 admissions per 100,000 population (7-day total)	<10.0	10.0-19.9	≥20.0
	Percent of staffed inpatient beds occupied by COVID-19 patients (7-day average)	<10.0%	10.0-14.9%	≥15.0%
200 or more	New COVID-19 admissions per 100,000 population (7-day total)	NA	<10.0	≥10.0
	Percent of staffed inpatient beds occupied by COVID-19 patients (7-day average)	NA	<10.0%	≥10.0%

The COVID-19 community level is determined by the higher of the new admissions and inpatient beds metrics, based on the current level of new cases per 100,000 population in the past 7 days

To find out the COVID-19 community level:

- First determine whether a county, state, or territory has fewer than 200 new cases per 100,000 people in the past 7 days or 200 new cases or more per 100,000 people in the past 7 days.
- Then, determine the level (low, medium, or high) for the new admissions and inpatient beds and indicators using the scale for the area's number for new cases.
- The COVID-19 Community Level is based on the higher of the new admissions and inpatient beds metrics.
- Check your county's [COVID-19 Community Level](#).



Where are masks still required?

- Healthcare settings regulated by DOH (hospitals and nursing homes)
- Adult care facilities regulated by DOH
- Correctional facilities and detention centers
- Homeless shelters
- Public transportation and public transportation hubs (including taxis and ride-sharing transportation)
- Courts

NYC Pay Transparency Law



Sarah A. Luke

Senior Counsel
sluke@bsk.com
New York, NY

Overview

- January 2022 amendment to the NYC Human Rights law
- Requires employers to include the minimum and maximum salary for a position
- Applies to advertisements for:
 - new positions,
 - promotional opportunities, and
 - transfer opportunities.

What We Know

- Law goes into effect on **May 15, 2022**
- Applies to employers with 4+ workers in NYC, and it includes both employees and independent contractors to meet the threshold
- An employer must make a “good faith” determination at the time of a job posting of the lowest and highest salary it would pay for that position
- Failure to include minimum and maximum salary will constitute an unlawful discriminatory practice under the NYCHRL

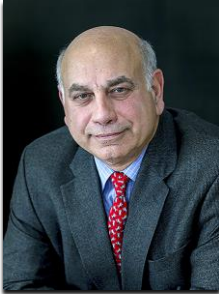
What We Don't Know

- The law doesn't specify what it means to advertise a position
- It does not distinguish between internal and external postings
- It does not explain how the "salary" disclosure would apply to non-exempt employees, those who work on commission, etc.
- It is not clear how or if this would apply to remote workers

What We Can Do Now

- Consider conducting a formal pay equity audit to promote internal equity proactively, and in advance of the May 15, 2022, implementation date
- At a minimum, conduct an internal audit of current positions and position descriptions
- Develop a strategy for implementation of compliance measures and train key stakeholders (supervisors, managers, HR, etc.)
- Monitor NYC rulemaking/guidance and pending NY legislation

From the Bond Lawyers Who (*Literally*) Wrote the Book on New York Employment Law...



Louis P. DiLorenzo

Member
ldilorenzo@bsk.com
New York, NY



Jeffrey A. Kehl

Of Counsel
jkehl@bsk.com
New York, KS



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Kate Reid, kreid@bsk.com

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Lou DiLorenzo, ldilorenzo@bsk.com

Jeff Kehl, jkehl@bsk.com


New York Employment Law: The Essential Guide

Bar Association Members can buy the book from the bar [here](#).

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